AGENDA

Wednesday, April 10

6:30 – 7:30 pm Welcome Reception at Hotel Monaco

Thursday, April 11

8:00 – 9:00 am Registration and Continental Breakfast

9:00 – 9:15 am Welcome and Introductions from Committee Co-Chairs
Felicia Davis, Paul Hastings LLP, Los Angeles, CA
Nicole Decter, Segal Roitman LLP, Boston, MA
Zoë DeGeer, Outten & Golden LLP, San Francisco, CA

9:15 – 10:30 am Leveraging Technology to Address the Wage Gap
Pay equity among women and minorities continues to be a major problem and
challenge for employers. Many employers are aware of pay gaps in their work force
and want to address the problem. There are myriad reasons employers should want
to eliminate pay gaps. Fair pay leads to increased morale and improved
productivity. It is also a powerful recruiting and retention tool, attracting better
talent and reducing turnover costs. In other words, equal pay is good for business.
Speakers from both sides of the debate will discuss how employers and employees
can use technological advancements to narrow the wage gap.

Moderator: Gail Eisenberg, Stowell & Friedman, Chicago, IL

Speakers: Zev Eigen, Syndio Solutions, Los Angeles, CA
Heather Mitchell, JPMorgan Chase & Co., Chicago, IL
David Schaffer, Allstate Insurance Company, Northbrook, IL

10:30 – 10:45 am Break

10:45 – 12:00 noon General Data Protection Regulation (“GDPR”):
What is its Impact so Far, and Why U.S. Employers Should Care
2018 was the year of data privacy compliance. Companies with operations,
employees and customers in the EU were grappling with how to ensure their
processes complied with GDPR by the May deadline. In June, California passed a
consumer protection law, which will undoubtedly impact employers because of its
expansive definition of “consumers.” With the likelihood that other jurisdictions
will pass similar laws, what do employers need to know going forward? This panel
will address the practical implications that employers face in administering privacy
policies and what is on the horizon for California and other U.S. jurisdictions,
nearly a year after the May GDPR deadline.
Moderator: Reena Bajowala, Ice Miller, Chicago, IL

Speaker(s): Michael Borgia, Stroz Friedberg, Boston, MA
David Shonka, Redgrave LLP, Washington, DC
Martin Tully, Actuate Law, Chicago, IL

12:00 – 1:00 pm Lunch

1:15 – 2:30 pm The New/Old Technology Jurisprudence at the National Labor Relations Board
During the time of the Obama Administration, the NLRB issued a host of decisions that expanded the Board's existing precedents on handbooks, surveillance, recognition and workplace communications to expressly include email and social media. During the Trump Board's short tenure, it has already moved decisively, not only to limit these technology-oriented precedents, but to transform the Board's underlying jurisprudence. This panel will discuss the implications of the Trump Board's recent technology-oriented decisions for the NLRA and the American workplace and consider what lies ahead.

Moderator: Nicole Decter, Segal Roitman LLP, Boston, MA

Speaker(s): Wesley Kennedy, Allison Slutsky and Kennedy, Chicago, IL
Peter S. Ohr, National Labor Relations Board, Chicago, IL
Jake Rubinstein, Cozen O'Connor, Denver, CO

2:30 – 4:00 pm The Ethical Use of Artificial Intelligence in the Workforce
AI is coming: what does it mean for your business? We hear this question everywhere, across multiple industries, with no two people answering the question the same. While businesses wrestle with how to adopt artificial intelligence (“AI”) technologies into their business models, the less obvious question is, “what are the ethical issues associated with using AI?” This panel will discuss the ethical issues involved in implementing AI technologies in the workplace, attempts by some companies to create codes of ethics related to the use of AI, and ethical issues surrounding the use of AI by human resources to manage employees. The panel also will discuss related topics, such as intellectual property ownership of work product that is a result of AI.

Moderator: Kristin Case, The Case Law Firm, Chicago, IL

Speaker(s): Nicole Nakagawa, SAG-AFTRA, Los Angeles, CA
David Oskandy, Avanade, Chicago, IL
Deborah Santiago, Accenture, Chicago, IL

4:00 – 4:15 pm Break

4:15 – 5:15 pm The Gig Economy Revolution and its Aftermath
How have workers, employers, and legislators responded to the explosion of the gig economy? A recent study from Intuit estimated that 36 percent of all workers are self-employed (up from 17 percent 25 years ago). By 2020, up to 43 percent of all workers will be independent contractors, whether as traditional tradespeople or by working through a technology company’s app. The legal and regulatory framework for gig workers is changing at a breathtaking pace. This panel will discuss recent litigation addressing worker (mis)classification, including new legal standards such
as California’s new ABC test; the development of associations and alliances to provide benefits and services to gig workers; and legal and regulatory reform at the municipal and state level related to the growing gig workforce. The panel also will explore whether AI will eventually replace gig workers as companies invest in automation technologies.

**Moderator:** Valerie Brender, *Rukin Hyland & Riggin LLP*

**Speaker(s):** Felicia Davis, *Paul Hastings LLP, Los Angeles, CA*

Michael Oswalt, *Northern Illinois University, DeKalb, IL*

6:30 – 9:00 pm Dinner

**Friday, April 12**

8:00 – 8:45 am Continental Breakfast and Business Meeting

8:45 – 9:00 am ABA Section of Labor and Employment Leadership Update

**9:00 – 10:15 am Eliminating Resistance in Digital Discovery: Reducing Frustration, Building Trust**

Digital discovery can save tremendous amounts of time and money from the outset of a matter – as long as everyone is on the same page. Resistance to new concepts and distrust, however, can quickly turn the tools of electronic discovery into weapons of distraction. This panel will explore methods and procedural frameworks to successfully litigate with digital discovery by standardizing expectations of opposing counsel and/or the judge. Points of discussion will include negotiating scope to fit the needs of the matter, building metrics to assess the reasonable costs of digital discovery, developing consensus on forms of production, and educating opposing counsel and your judge on best practices.

**Speaker:** Hon. Mary Rowland, *Magistrate Judge for the United States District Court for the Northern District of IL, Chicago, IL*

Jenny Goltz, *Cozen O’Connor, Chicago, IL*

Tilak Gupta, *Shirazi Law Firm, Los Angeles, CA*

10:15 – 11:15 am Biometrics and Privacy in the Workplace

Over the last decade, the use of biometrics has rapidly expanded from recognition of fingerprints, voices, and faces to heartbeats, speech patterns, hand geometry, gait, and keystrokes. Commercial and government entities continue to innovate and explore ways to leverage this technology while public and legal debate continues about biometrics. This panel will explore the myriad uses of biometrics by both private and public entities as well as practical consequences to biometrics use and legal challenges such as privacy, security and the GDPR.

**Moderator:** Lindsey White, *Shawe Rosenthal LLP, Baltimore, MD*

**Speaker(s):** Lori L. Deem, *Outten & Golden LLP, Chicago, IL*

Melissa Siebert, *Baker Hostetler, Chicago, IL*

11:15 – 11:30 am Break
11:30 – 12:45 pm Practical Trial Skills Panel: Trial Graphics
A trial lawyer is, first and foremost, a storyteller who must find an effective and engaging way to convey his or her message to a trier of fact. This panel will explore how visual aids, specifically graphics and multimedia, can enhance an advocate’s ability to do this and win cases. The panel will present a variety of examples of trial graphics and illustrate what works, what does not, and why. They also will explore the ways in which graphics and multimedia can be used at different stages of a trial or hearing, and how one might present graphics differently depending on whether the matter is being tried in front of a jury, judge or arbitrator. Practitioners from both sides of the “v” will discuss how they might present the same set of facts in varying ways through the use of visuals such as timelines, players charts, interactive charts, and more. Judge Panter will weigh in on what he thinks is effective and not both in front of a judge and jury, and why.

Speaker(s): Hon. Michael Panter, ADR Systems, Chicago, IL
Zoë DeGeer, Outten & Golden LLP, San Francisco, CA
Jenny Goltz, Cozen O’Connor, Chicago, IL
Scott Horwitz, DecisionQuest, Chicago, IL

12:45 – 1:15 pm Lunch

1:30 – 2:30 pm Technology Utilization and Innovation in the Age of #MeToo
The last three years have produced a cascade of revelations concerning serious sexual harassment and other gender-based discrimination related misconduct throughout the American workplace. #MeToo has questioned the status quo in many, if not all, industries. What technology should be employed to address this crisis and what are the legal implications, practical impacts, and ethical queries for management, government, unions and individuals when these technologies are used? Drawing from their respective expertise and experience, the panelists will address these questions in depth. They will provide insight on technology aiming to prevent gender discrimination and sexual harassment and to assist in the investigation and resolution of claims. They also will discuss the technology’s implementation in the workplace, in investigations and in the courtroom.

Moderator: Jonathan F. Harris, NYC Commission on Human Rights, New York, NY

Speaker(s): Angie Cowan Hamada, Allison Slutsky and Kennedy, Chicago, IL
Michelle Marks, Epstein Becker Green, Chicago, IL
Jenny Yang, OSF Fellow, Washington, DC

2:30 – 3:30 pm Can you Cover Payroll with Bitcoin?
Bitcoin can pay for your coffee at Starbucks, your music on iTunes, your ride on Uber, and even for your holiday presents on Amazon, but can it pay for your employees’ wages? Bitcoin is “an innovative payment network and a new kind of money.” In other words, Bitcoin is a blockchain application that allows people around the world to trade with one another without a middleman such as a bank. While other blockchain applications, i.e., Human Resources applications, are welcomed in the market, it is still taboo to pay employees with Bitcoin under United States wage regulations. The Fair Labor Standards Act requires employers to pay employees their prescribed wages, including minimum wage and overtime compensation, in cash or negotiable instruments payable at par. State laws tack on additional requirements. Governments still struggle with regulating Bitcoin, and employers fear violating the FLSA’s mandates by compensating employees with
Bitcoin. This panel will explore the definition of Bitcoin, how Bitcoin has been used in other traditional settings, a case study of employers abroad who have paid their employees’ wages with Bitcoin, and a pro/con debate on whether states should embrace Bitcoin as an authorized form of payment for wages.

**Moderator:** Shahane Martirosyan, *Stephan Filip, P.C., Los Angeles, CA*

**Speaker:** Shehan Chandrasekera, *Integrity CPAs, Houston, TX*
Phillip Fornaro, *Fornaro Law, La Grange, IL*
Will Turner, *Steptoe, Chicago, IL*