

AKIN, GUMP, STRAUSS, HAUER & FELD, L.L.P.

**1997
EMPLOYMENT LAW
SYMPOSIUM**

**February 28, 1997
La Mansion del Rio Hotel
112 College Street
San Antonio, Texas**

**PREPARING TO LAUNCH INTO
THE NEXT MILLENNIUM**

THIS YEAR'S SYMPOSIUM WILL BE A VIRTUAL REALITY TRIP THROUGH THE MAJOR ISSUES THAT CONFRONT EMPLOYERS AS THEY BEGIN PREPARING TO MANAGE THEIR WORKPLACES IN THE NEXT MILLENNIUM.

- NEXT GENERATION OF UNION ORGANIZING CAMPAIGNS
- PRIVACY ISSUES IN THE ELECTRONIC AGE
- CONSENSUAL ROMANTIC RELATIONSHIPS
- JOB SHARING AND EMPLOYEES WORKING AT HOME
- FUTURE DIRECTION OF THE EEOC
- EMERGING EMPLOYEE HEALTH INSURANCE ISSUES
- ETHICAL QUESTIONS IN THE WORKPLACE OF TOMORROW
- NEW FRONTIER OF ALTERNATIVE DISPUTE RESOLUTION

AGENDA

- 8:00 Mission Control (Registration)**
- 8:30 Blast-Off (Introduction)**
- 8:35 THE NEXT GENERATION OF UNION CAMPAIGNS: The New Realities Facing Employers in Union Organizing Campaigns** *(Richard L. Wyatt, Jr.)*
- **NLRB's Proposed "Single Site" Rule for Determining Appropriate Bargaining Units**
 - **New Rules Protecting Employees who are Paid Union "Salters"**
 - **Increasing use by Unions of Corporate Campaigns**
 - **Strategies for Maintaining Union Free Status**
- 9:15 INTRUDER ALERT: Privacy Issues in the Electronic Age** *(Frank S. Manitzas)*
- **The Electronic Communications Privacy Act**
 - **When Do Employees Have Privacy Rights in E-Mail, Voice Mail, Computers, Caller I.D., Facsimiles, and Telephones**
 - **Electronic Searches, Surveillance and Monitoring of Employees**
 - **Recommended Policies and Procedures**
- 9:45 Re-Entry (Intermission)**
- 10:00 CLOSE ENCOUNTERS OF A ROMANTIC KIND: Dealing with the Inevitable Increase of Consensual Relationships Between Co-Workers** *(Kris J. Bird)*
- **Favoritism Complaints of Co-Workers**
 - **Privacy Rights of Romantic Partners**
 - **When the Relationship Sours**
 - **While you Cannot Manage Romance, What Legal Safeguards are Available?**
- 10:30 DESTINATION UNKNOWN: Where is the EEOC Going?** *(Patricia A. Casey)*
- **Effect of Anticipated Presidential Appointments to EEOC**
 - **Proposed Legislation and Changes to Regulations**
 - **Target Areas for the Future**
 - **Direction of EEOC filed Litigation**
- 11:00 SPACE STATIONS AND TOURS OF DUTY: Managing the Increasing Advent of Job Sharing and Employees Working at Home** *(Robert E. Bettac)*
- **Wage and Hour Issues**
 - **Insurance, Vacations, Holidays, Bonuses and Other Benefit Questions**
 - **Evaluation and Performance Issues**
 - **Formulating Realistic Policies and Procedures**
- 12:00 Refueling (Luncheon)**

1:00

THE PRIME DIRECTIVE: Ethical Issues in the Workplace

(John V. Janssonius)

- Relationships Between Customers, Vendors and Employees
- Employee and Management Professionalism Behind Closed Doors
- When and How Should You Disclose Information to Co-Workers and Prospective Employers
- Legal Representation of Sued Employees

1:45

_____ *(Intermission)*

2:00

RE-ENGINEERING YOUR DEFLECTOR SHIELDS: Emerging Benefit and Health Issues

(Cynthia A. Stamer)

- Health Insurance Portability and Accountability Act of 1996
- The Self Insured and ERISA Plans
- Retirees and their Dependents
- Separating the Management and Fiduciary Roles

1:45

THE NEW FRONTIER OF ALTERNATIVE DISPUTE RESOLUTION: Moving Further Away from the Courthouse (Panel Discussion)

(Shelton E. Padgett, Laura Franze, Robert E. Bettac and Dewey Poteet)

- Results of Private Arbitration and Mediation To Date
- Push by Courts to Encourage ADA
- The Pro's and Con's

2:15

BACK TO THE FUTURE (Adjournment)