

Name _____ Bar # _____
 Firm/Company Name _____
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 City _____ State _____ Zip _____
 Tel _____ Email Address _____





PRE- REGISTRATION: Registration is **capped at 80** at the Hilton Garden Inn and will close on **April 30**, or when capacity is reached.

WALK-IN: If registration is sold out prior to **April 30**, walk-in registrations **will not be accepted**. We encourage you to pre-register. If this program is not sold out and you walk in, payment must be made at the time of registration.


CANCELLATION AND REFUND POLICIES: Call 1-877-622-7554 to cancel. You may cancel your registration for a full refund until 4 p.m. on **April 26**. **NO REFUNDS** will be made after that time. The date of cancellation is the date received at Bar Headquarters in Augusta.

Registration: Hilton Garden Inn	
MSBA Member	<input type="checkbox"/> \$275
CLE Club Member	<input type="checkbox"/> \$205
Support Staff of CLE Club Member	<input type="checkbox"/> \$205
Paralegals and Support Staff	<input type="checkbox"/> \$215
Non-Member	<input type="checkbox"/> \$330
MSBA Student Member	<input type="checkbox"/> \$ 40

CLE Club Membership	
<i>MSBA Members Only</i>	
Prorated now through Sept. 30, 2024.	
CLE Club Membership	<input type="checkbox"/> \$82.50
You must join or renew your MSBA membership for 2023-2024 before you can join the CLE Club.	

Payment Information: NO REFUNDS after April 26	
Check Enclosed # _____	   
Card # _____	Expiration Date _____ CSC Code _____
Name as it appears on card _____	
Billing address _____	
Telephone # _____	Signature _____

HOW TO REGISTER FOR THE LIVE PROGRAM:
 Online: www.mainebar.org/event/employment24
 Mail: Maine State Bar Association | 124 State Street, Augusta, ME 04330
 Phone: 207-622-7554 | 1-877-622-7554
 Fax: 207-623-0083
 Email: cle@mainebar.org



24th Annual Employment Law Update

Sponsored by the Labor & Employment Law Section

LIVE PROGRAM
 May 2, 2024
 Hilton Garden Inn, Freeport

CLE CREDITS
 5.75, including 1.75 H&D



This program has been approved for practice and procedure credit under Maine's reciprocal admission rule.



Program Chair

Shiloh D. Theberge, Esq.
Bernstein, Shur, Sawyer & Nelson P.A.
Portland

Schedule and Faculty

8:15 REGISTRATION

8:45 ANATOMY OF A SEVERANCE AGREEMENT: RECENT NLRB AND OTHER CHANGES

For some time, severance agreements have remained fairly straightforward and noncontroversial. However, this has changed over the course of the last few years. In this session, we will explore the latest legal developments in this area and best practices when drafting severance agreements, including how to draft confidentiality and non-disparagement provisions in a way that complies with the latest guidance from the National Labor Relations Board.

Tawny Alvarez, Esq., Verrill, Portland
Chad T. Hansen, Employee Rights Group, Bangor

9:45 BREAK

10:00 PRACTICE POINTERS FROM THE JUDICIARY

Honorable John C. Nivison, U.S. District Court of Maine, Bangor
Honorable Karen F. Wolf, U.S. District Court of Maine, Portland
Honorable Michaela Murphy, Maine Superior Court, Augusta

11:00 MENTAL HEALTH CONDITIONS IN THE WORKPLACE: DISCRIMINATION AND ACCOMMODATIONS (H&D CREDIT)

As the prevalence of mental health conditions seemingly increased during and after COVID-19, individuals are reaching out with questions about employment-related aspects of mental health conditions and, in some cases, reasonable accommodations for such conditions. Our speakers will discuss the applicable federal and state laws, the practical concerns around accommodations for mental health in conjunction with employee privacy, and related topics.

Ryan M. Schmitz, Esq., Johnson & Webbert, LLP, Topsham
Kathleen L. Wade, Drummond Woodsum, Portland

12:00 LUNCH (INCLUDED)

1:00 MAINE PAID FMLA

Maine employees and employers have been reaching out in droves to ask detailed questions about the Maine Paid Family and Medical Leave Act law. Unfortunately, to date, many of those questions remain unanswered. However, we are lucky enough to have Maria Fox, the Chair of the Maine Paid Family and Medical Leave Benefits Authority, and Ann Freeman, who will talk through what we know, what we do not know, and what we need to know before the law goes into effect.

Maria C. Fox, Esq., Murray Plumb & Murray, Portland
Ann M. Freeman, Bernstein Shur, Portland

Schedule and Faculty, Continued

2:00 THE PREGNANT WORKERS' FAIRNESS ACT AND RELATED ISSUES (H&D CREDIT)

In this session, we will review the practical implications of the Pregnant Workers' Fairness Act, including questions surrounding discrimination and accommodation requests relating to pregnancy and lactation. We also will discuss the requirements under the PUMP Act and discuss what employers and employees can do to ensure a smooth return-to-work process.

Aimee B. Parsons, Ogletree Deakins, Portland
Danielle M. Quinlan, Esq., White & Quinlan, LLC, Kennebunk

2:45 BREAK

3:00 LEGAL YEAR IN REVIEW

John P. Gause, Esq., Eastern Maine Law, LLC, PA, Bangor
Katherine L. Porter, Esq., Pierce Atwood LLP, Portland

4:00 ADJOURN