

Save The Date

January 7, 2011

**Lunch Hour Webinar - Save The Date
Tuesday, February 15, 2011**

**MBT Invites You To Our Webinar:
2010 in Review and 2011 in Preview**

When & Where: Tuesday, February 15, 2011, from 12:00 p.m. to 1:00 p.m. Central Standard Time.

There is **NO COST** to attend this event, but enrollment will be limited. Registration information will be provided soon.

The Program:

2010 was an eventful year in labor and employment law, and 2011 promises to be equally significant. Highlights of our webinar include:

- Important Decisions from the U.S. Supreme Court:

We will address the implications of the Court's decisions last term on employee privacy in texts sent on employer-issued phones as well as statute of limitations issues in disparate impact and disparate treatment cases. We will also discuss possible outcomes of the Court's current docket, including the scope of Title VII's anti-retaliation protections, what it means to file a complaint, the fate of the largest ever employment claim class action, and the enforceability of agreements to submit employment discrimination claims to arbitration.

- NLRB and EEOC Developments:

We will highlight increased Federal Agency activism in 2010 and preview what is to come in 2011. The EEOC is flexing its muscles by processing record numbers of discrimination charges, publishing regulations interpreting the Genetic Information Nondiscrimination Act and issuing new regulations designed to make it easier for employees to meet the ADA's definition of "disabled." Similarly, President Obama's newly-constituted NLRB is seeking to expand its reach in ways that have potentially dramatic implications for both unionized and non-unionized employers, such as adopting electronic media as sources for posting notices of unfair labor practices and organizing rights, and even permitting concerted activity through social media outlets.

- New Guidance Interpreting Title VII, the FLSA and the FMLA:

In 2010, court decisions expanded the scope of Title VII's retaliation protections and clarified employee entitlements to benefits during FMLA leave. New guidance expanded the definition of "parents" under the FMLA. We will analyze these developments as well as significant FLSA rulings on employee misclassification, FLSA class action waivers, the compensability of time spent by employees donning and doffing uniforms and protective gear, the fluctuating workweek and unpaid internships.

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Illinois CLE and SHRM certification is pending. Stay on the cutting edge, and join us on **February 15th** to hear about the many changes to labor and employment law.

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