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Program Announcement

8:30 AM Registration and Continental Breakfast

9:00 AM President's Welcome

9:15 AM The Michigan Earned Sick Time Act

Helen Lizzie Mills, Attorney, Fahey Schultz Burzych Rhodes PLC

During this session, public sector-specialist attorney Lizzie Mills will discuss the revived Michigan Earned Sick Time Act (ESTA). Lizzie will address the Act as it is written, its gaps and differences compared to the current Paid Medical Leave Act, update on pending legislation surrounding the Act, steps to enact ESTA in your organization, and areas where the Act is still open to interpretation or ripe for abuse. Attend this session to glean this insight and share your own as you prepare your organization for the February 21, 2025 go-live date.

10:45 AM Common Pitfalls by Employers: A Plaintiff Lawyer Perspective

Shereef Akeel, Attorney, Akeel & Valentine, PLC

Join us for a revealing presentation on the key factors plaintiff lawyers examine when evaluating potential employment lawsuits. Discover the most common claims that put employers at risk, and gain insight into the critical steps to protect your organization from costly legal battles.

12:15 PM Lunch

1:30 PM Artificial Intelligence: Practical Considerations for Compliance and Implementation

Anthony Kaylin, Vice President, American Society of Employers and Dan Kuang, Ph.D., Director, Resolution Economics, LLC

Artificial intelligence (AI) is embedded in the business ecosystem and employers need to be informed consumers of these technologies to avoid being blind-sided in an audit or investigation. AI has become so pervasive that employers are often unaware that it is being used or impacting employment decisions. There is added compliance risks for both contractors and agencies with the Office of Federal Contract Compliance Programs and Title VII. This session will provide real work practical considerations for employers as they must consider as 1) involuntary passive consumers of AI in the business ecosystem and/or 2) active users of AI in human resources.

3:00 PM Adjournment

Program Registration Information

The registration fee, which includes continental breakfast and lunch, is \$80.00 for members and \$90.00 for non-members. In order for us to obtain a more accurate estimate of attendees, please make reservations by **Monday, December 2, 2024** online at www.mpelra.org or by sending the attached registration form to Barbara Wise Johnson at MPELRA, P.O. Box 235, Farmington, MI 48332-0235. Please note, notice of cancellation must be received by 4:00 PM December 2, 2024. No refunds or credit will be issued after that date. If you have questions email treasurer@mpelra or call (313) 460-1613.