Spring 2026 Labor & Employment Law Update: Topics & Resources

Wage & Overtime Compliance in 2026

This session covers FLSA's regular rate doctrine and breaks down the most common mistakes that employers are making and practical steps to avoid them, including:

- Flat fees, bonuses and commissions improperly excluded from overtime calculations
- Employee misclassification risks
- Improper use of compensatory *time* outside of public sector

Speakers: Mike Blum, Cliff Hammond, Tony Dalimonte, Mark Koerner and Mike Kluck

Status of Non-Compete Agreements

Michigan's non-compete landscape remains influx, and employers should be ready. This session covers the latest developments and outlines practical strategies for adapting your agreements:

- Status on legislation limiting non-competes to high-level employees

Speakers: Mike Blum, Cliff Hammond, Tony Dalimonte and Matt Fedor

Discrimination and Retaliation Risks

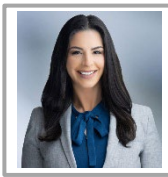
The Elliott-Larsen Civil Rights Act (ELCRA) continues to offer broader protections than federal law. This session gives a brief overview of emerging trends and practical steps to reduce exposure in hiring, discipline and accommodations including:

- Disability accommodation challenges including *temporary* impairment requests
- Retaliation claims linked to internal investigations and employee complaints
- Sexual orientation and gender identity protections and related litigation trends
- Individual supervisor liability under ELCRA for training and oversight
- Longer liability exposure following recent Michigan Supreme Court guidance on shortened contractual limitations clauses

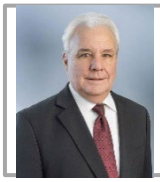
Speakers: Mike Blum, Cliff Hammond, Courtney Agrusa, Rob Hamor and Brian Renaud

See Speaker Contact Information on Back

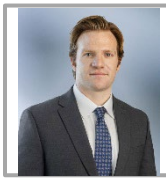
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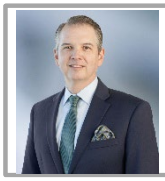
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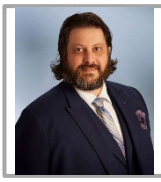
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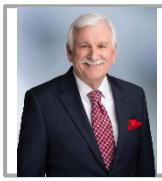
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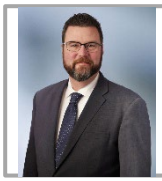
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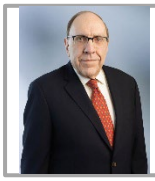
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