



Challenging Issues,
Challenging Times

Ius Laboris Conference

The Employment Law Horizon Facing Global Employers in 2010

in association with **Cornell ILR School**

Thursday, December 3, 2009
The Cornell Club, New York City



Challenging Issues, Challenging Times **The Employment Law Horizon Facing Global Employers in 2010**

A Program Co-Sponsored by the **Cornell ILR School** (in with the Cornell University Law School) and **Ius Laboris**, the Global Alliance of Leading Employment Lawyers

Thursday, December 3, 2009 – The Cornell Club of New York

PROGRAM AGENDA

8:00 a.m. **Check-in and Continental Breakfast**

8:30 a.m. **Welcome and Introductions**

Esta R. Bigler, Director, Labor and Employment Law Program, Cornell ILR School, New York

Conference Co-Chairs:

Peter Susser, Littler Mendelson (Washington, D.C.)
Franco Toffoletto, Toffoletto e Soci (Milan, Italy), &
Chairman, Ius Laboris

8:45 – 10:15 a.m. **Corporate Codes of Conduct:
How Well Do They Travel from the U.S.?**

U.S. corporations often aim to achieve multiple goals through codes of conduct, including enhanced legal compliance, better regulation of the conduct of subsidiaries and business partners, protecting and enhancing brand image, and increasing awareness of potential wrongdoing. How these codes of conduct are best designed and communicated, and – significantly – how they are received outside the U.S., will be explored by attorneys working regularly on such issues in multiple jurisdictions.

Panelists: **Pascal Lagoutte**, Capstan (Paris, France)
Oscar de la Vega, Basham Ringe y Correa (Mexico City, Mexico)
Brian Burkett, Heenan Blaikie (Toronto, Canada)

Moderator: **Gavin Appleby**, Littler Mendelson (Atlanta, GA)

10:15 – 10:30 a.m. Break

**10:30 - 12:00 p.m. **Workplace Privacy:
The Evolving Landscape for International Companies****

Workplace privacy concerns – reflected in a range of constraints adopted at the federal and state levels in the U.S. – can present even broader challenges when operating in other nations (particularly, in the European Union). The issues facing global companies, and their strategies for ensuring compliance while meeting business needs (including recent legal developments) will be addressed by a panel of specialists.

Panelists: **Paola Tradati**, Toffoletto e Soci (Milan, Italy)
Phil Gordon, Littler Mendelson (Denver, CO)
José Carlos Wahle, Veirano Advogados (São Paulo, Brazil)

Moderator: **James Davies**, Lewis Silkin (London, UK)

12:00 – 1:15 p.m. Lunch & Presentation:

**The Global Employer’s Perspective:
View from the International Organization of Employers**

Since 1920, the International Organization of Employers has been the only organization at the global level that represents the interests of business in the labor and social policy fields, particularly in activities such as those of the International Labor Organization. Our speaker will provide the IOE’s perspective on challenges and workplace policy issues raised in today’s global economic and political climate.

Speaker: **Daniel Funes de Rioja**, Executive Vice President, IOE, and Founding Partner, Funes de Rioja & Asociados (Buenos Aires, Argentina)

**1:15 – 2:30 p.m. **Lessons of the Downturn:
Strategies for Restructuring and Other Workplace
Changes****

During periods of intense and fast-paced economic change, such as the present, companies around the globe are participating in workforce reductions, plant closings, mergers, acquisitions, divestitures and other restructuring steps. The requirements and procedures for these actions, domestically, often are complex and multi-faceted, all the more so when they involve operations across national boundaries. Core legal issues, practical lessons and strategies emerging from the current challenging era will be explored by panelists involved in such questions on a regular basis.

Panelists: **Michael Burd**, Lewis Silkin (London, UK)
Doug Gilbert, Heenan Blaikie (Toronto, Canada)
Gerald Hathaway, Littler Mendelson (New York, NY)

Moderator: **Morten Langer**, Norrbom Vinding (Copenhagen, Denmark)

2:30 – 3:30 p.m. **Cross-Border Employment Contracts**

Multinational companies need to ensure compliance with jurisdictions' labor and employment laws, while advancing corporate business and policy interests. Strategic design of employment contracts for global use requires protection of confidential and proprietary interests, treatment of wage/benefits/taxation concerns and addressing enforcement questions (among other issues). The panel will provide guidance derived from long experience on behalf of international companies.

Panelists: **Markus Bohnau**, Kliemt & Vollstädt (Dusseldorf, Germany)
Jean-Paul Lacomble, Claeys & Engels (Brussels, Belgium)
Enrique Munita, Philippi, Yrarrázaval Pulido & Brunner (Santiago, Chile)

Moderator: **John Dabney**, Vice President & Employment Law Counsel, MTV Networks (New York, NY)

3:30 – 3:45 p.m. **Break**

3:45 – 5:00 p.m. **Global Labor Relations Strategies:
Responding to New Pressures & New Realities**

Fundamental differences exist between the U.S. and European approaches to labor and employee relations, and efforts to impact corporate policies and practices on a global basis are an increasing reality. A unique panel of lawyers exceptionally experienced in their respective countries' labor relations systems will provide a broad view of the issues facing multinational employers, and how they respond.

Panelists: **Chris Engels**, Claeys & Engels (Brussels, Belgium)
Henry Dinsdale, Heenan Blaikie (Toronto, Canada)
Ron Holland, Littler Mendelson (San Francisco, CA)
Iñigo Sagardoy, Sagardoy Abogados (Madrid, Spain)

Moderator: **Franco Toffoletto**, Toffoletto e Soci (Milan, Italy)

5:00 – 6:00 p.m. **Reception**