



Labor and Employment Spring Seminar: *2017 Public Sector Legal Update*

March 10, 2017 | Hartford Marriott Downtown | 8:00 AM - 12:30 PM

A complimentary seminar presented by Shipman & Goodwin LLP

New Location: Hartford Marriott Downtown

200 Columbus Blvd, Hartford, CT

Phone: (860) 249-8000

Join us for our annual spring seminar for public sector clients and friends, when we will address issues facing school districts, municipalities and other government agencies.

The program begins with a plenary session covering a timely topic, followed by a choice of two breakout sessions allowing for issue discussion in a small setting.

Neither the Connecticut Judicial Branch nor the Commission on Minimum Continuing Legal Education approve or accredit CLE providers or activities. It is the opinion of this provider that this activity qualifies for up to three and a half hours toward your annual CLE requirement in Connecticut, including zero hour(s) of ethics/professionalism.

Please register online at <http://www.shipmangoodwin.com/rsvp.aspx?Show=15315>

SHIPMAN & GOODWIN LLP

Marketing Department

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Seating is limited, and registration is on a first-come, first served basis.

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Washington, DC 20006-1251
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Agenda

8:00 - 8:30 AM - Registration and Breakfast

Marriott Ballroom Foyer - A complimentary light breakfast and coffee and beverages will be provided.

8:30 - 8:40 AM - Welcome Remarks

Marriott Ballroom Foyer - Thomas B. Mooney

8:40 - 10:00 AM - Plenary Session

Being an Employer in the Digital World - *Marriott Ballroom*
Thomas B. Mooney, Gabriel J. Jiran and Christopher E. Engler

In many ways, technology is supposed to make our lives easier. But it can certainly complicate matters in the public sector workplace. This session will focus on employer concerns related to the use of technology at work. We'll explore the answers to the following questions and much more in an interactive presentation.

- Do employees have the right to record meetings with their supervisors? Do they have to tell you?
- What privacy expectations can public employees assert as to their email or text messages?
- What are the risks and obligations associated with employee use of personal devices (such as cellphones, laptops, and iPads) in performing their job duties?
- What are the bargaining obligations, if any, with respect to the use of surveillance cameras, body cameras and similar technology?
- May employers consider the social media activities of employees and prospective employees when making employment related decisions?
- What impact do the requirements of the Freedom of Information Act (FOIA) have on these issues?

10:00 - 10:15 AM - Coffee Break

Marriott Ballroom Foyer

10:15 - 11:15 AM - Breakout Session 1 - Choose one

Student Data in the Digital Age

William J. Roberts, Gwen J. Zittoun and Benjamin P. Frazzini/Kendrick

As schools increasingly turn to software, web-based learning, mobile apps, cloud computing and other electronic methods, protecting student data privacy in the digital age becomes more and more complex. This session will address student data privacy concerns and review the Family Educational Rights and Privacy Act (FERPA), including the confidentiality of and access to education records. Topics include:

- Disclosure of educational records to third parties under FERPA
- Connecticut Public Act 16-189, Student Data Privacy
 - o Requirements for contracts between boards of education and contractors
 - o Preparing for and responding to data breaches
 - o Notification requirements relative to contracts and data breaches
- Best practices for maintaining data security

What is Fact and What is Fiction? Budgeting and Bargaining in an Uncertain Economy

Bruce A. Chudwick, Rebecca Rudnick Santiago and Ashley L. Marshall

In this time of economic uncertainty, many municipalities and school districts have questions about how the economy and recent legislation will affect their funding and budgets. The purpose of this session is to address the facts, and the myths, related to those funding concerns and to provide strategies for budgeting and collective bargaining. Topics include:

- An overview of the current status of the national and state economy
- Uncovering the facts about the "2.5% cap" on municipal spending
- Identifying the impacts of the economy on collective bargaining and state aid (including education cost share funding)
- Strategies for negotiating under stressful economic conditions

Hot Topics in Student Issues: Student Rights and Discipline

Leander A. Dolphin, Melika S. Forbes and Peter J. Maher

School officials often have to navigate the complex intersection of student rights and student discipline. This session will discuss important legal principles and considerations that school officials must balance in maintaining a safe and orderly educational environment while respecting the boundaries of their authority and student rights. Topics include:

- Reviewing important constitutional rights of students, including First and Fourth Amendment rights
- Analyzing authority to address off-campus student misconduct
- Addressing competing interests in student-on-student misconduct
- Discussing recent legal trends and practical tips

SBLR and Grievance Arbitration Update

Jessica L. Ritter, Kevin M. Roy and Henry J. Zaccardi

This session will examine recent Connecticut State Board of Labor Relations and State Board of Mediation and Arbitration decisions and their effect on public workplaces. During the session we will analyze:

- Union elections and trends in changes in representation
- Employee discipline
- Contract interpretation and implementation
- Managerial rights and prerogatives
- Success stories and cases of interest

11:15 - 11:30 AM - Coffee Break

Marriott Ballroom Foyer

11:30 AM - 12:30 PM - Breakout Session 2 - Choose one

A second session of each breakout listed above will be offered as previously described.