

**Focus Clearly In 2020:**

**Make Your Workplace Compliant, Fair, Healthy, and Effective**

**October 24, 2019**

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8:00 **Registration and Coffee**

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8:30 **Welcome and Program Overview**

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9:00 **Paid Leave**

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9:45 **Cannabis, Addiction, and the Workplace**

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10:30 **Break**

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10:45 **Breakout Sessions:**

- Update on Wellness Best Practices  
OR
- The Risks and Benefits of an Aging Workforce  
OR
- What the Changes in Maine Workers' Compensation Could Mean for You

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11:15 **Immigration Inspections**

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11:35 **Pay Equity**

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12:15 **Lunch Keynote:** Gordon Smith, Maine's Director of Opioid Response

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1:30 **Conducting Effective Workplace Investigations**

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2:10 **Reasonable Accommodation under the ADA and MHRA**

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2:50 **Break**

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3:00 **Interactive Workshop:** Adapting Performance Management to Today's Workforce

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3:30 **New Developments**

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4:15 **Closing Remarks / Wrap-Up**

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4:30-5:30 **Reception**

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