



# LITTLER HAWAII BREAKFAST BRIEFING

Honolulu, HI | June 21, 2024

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| 7:00 a.m. - 7:30 a.m. | <b>Registration and Breakfast</b>  |
| 7:30 a.m. - 7:35 a.m. | <b>Welcoming Remarks</b><br><a href="#">Judy M. Iriye</a> , <a href="#">Wayne S. Yoshigai</a>  |
| 7:35 a.m. - 8:40 a.m. | <b>2024 Employment Law Update</b><br>A fast-paced session that provides a unique opportunity to understand the latest Hawaii and federal court cases, legislative and regulatory activity, and crucial developments that will affect your workplace and responsibilities.<br><b>Speakers:</b><br><a href="#">Judy M. Iriye</a> , <a href="#">Kate S.M. Pitzak</a> , <a href="#">Chase P. Parongao</a> , <a href="#">Wayne S. Yoshigai</a>  |
| 8:40 a.m. – 8:55 a.m. | <b>Retirement Plans Under Attack: How to Protect Your Plan Participants and your company from Governmental Audits, Retirement Plan Litigation and Cybersecurity Risks</b><br>Increasingly, retirement plans are the subject of litigation from the plaintiffs' bar and examination by the IRS and DOL. In addition, cyber attackers are attempting to steal your participants money. Learn about the most common problems employers face in plan administration and how to safeguard your plan and your data.<br><b>Speakers:</b><br><a href="#">Mark Grushkin</a> |
| 8:55 a.m. -9:35 a.m.  | <b>Top FMLA Compliance Issues You Should Be Thinking About Right Now</b><br>Through the use of case studies, we will engage attendees on the most difficult FMLA compliance issues while offering practical solutions so employers can minimize risk and maximize compliance with the law.<br><b>Speakers:</b><br><a href="#">Judy M. Iriye</a> , <a href="#">Chase P. Parongao</a> , <a href="#">Wayne S. Yoshigai</a>  |
| 9:35a.m. - 9:50 a.m.  | <b>Coffee Break</b>  |

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- 9:50 a.m. – 10:25 a.m.      **Labor Law for HR Professionals: What You Need To Know**  
In this session, we will highlight the most important labor law developments that every HR professional needs to know. Topics addressed include:
- Expansion of protected concerted activity
  - Stricter scrutiny of employee handbooks
  - Scope of confidentiality and non-disparagement agreements
  - The attack on noncompete provisions
- Speaker:**  
[Michael Pedhirney](#)
- 10:25 a.m. - 11:05 a.m.      **Beyond Act 203: Pay Equity and Transparency**  
Hawaii’s new pay transparency law went into effect 6 months ago and joined a dozen other jurisdictions imposing various requirements on employers when posting job opportunities. Act 203 also imposed additional requirements on employers with respect to making sure employees are paid fairly. Learn compliance best practices, focusing on strategic compliance initiatives, as well as “what’s next” on the pay equity horizon in Hawaii and the greater pay equity/pay transparency landscape.
- Speaker:**  
[Denise Visconti](#)
- 11:05 a.m. - 11:35 a.m.      **How Employers Can More Effectively Communicate with Employees in/from Asia: What You Need to Know about Asia Harassment Laws**  
Do you know what “power harassment” is? In this session, we’ll summarize workplace harassment laws in Asia, including latest changes in Japanese law, and provide practical tips to avoid being accused of harassment under Asian laws by being a culturally mindful communicator.
- Speaker:**  
[Aki Tanaka](#)
- 11:35 a.m. - 11:55 a.m.      **Ask the Attorney**  
Littler attorneys will be available to answer your most pressing HR and employment law issues.
- Speakers:**  
[Judy M. Iriye](#), [Chase P. Parongao](#), [Aki Tanaka](#), [Denise Visconti](#), [Wayne S. Yoshigai](#)
- 11:55 a.m.      **Closing Remarks**  
[Judy M. Iriye](#), [Wayne S. Yoshigai](#)