

SPEAKING ENGAGEMENTS

Back To School: Lessons From The Supreme Court's Latest Employment Rulings

DATE

August 14, 2013

SPEAKERS



William A. Nolan
Partner



Gerald F. Lutkus
Of Counsel
(Retired)



William A. Nolan
Partner



Gerald F. Lutkus
Of Counsel
(Retired)

What: "Back to School: Lessons from the Supreme Court's Latest Employment Rulings"

This webinar is presented by Barnes & Thornburg LLP's Labor & Employment Law Department

When: Wednesday, Aug. 14, 2013 | 11 a.m. - 12:30 p.m. ET | **Register Now!**

Program Overview

Now That We Know Who is a "Supervisor" in Discrimination Claims, What Does This Mean for Employers?

Tina Syring-Petrocchi, Partner, Barnes & Thornburg

For years, employers, employees and courts have differed on the definition of a "supervisor" in discrimination claims under Title VII of the Civil Rights Act for purposes of holding an employer vicariously liable. In *Vance v. Ball State Univ.*, the U.S. Supreme Court provided clarity on this and narrowed the scope of liability for employers. Learn what the *Vance* decision means for employers and what, if any, impact it has on discrimination and harassment claims under state laws.

What Does Windsor and the Demise of DOMA Mean for Employers?

Jerry F. Lutkus, Partner, Barnes & Thornburg

When the U.S. Supreme Court declared a significant portion of the Defense of Marriage Act (DOMA) to be unconstitutional in its groundbreaking *United States v. Windsor* decision, the impact was not limited to DOMA. The ripple effect will be felt throughout federal benefits and employment law, as same-sex couples who are legally married must now be treated under federal law the same as married opposite-sex couples. We will discuss the *Windsor* decision

RELATED OFFICES



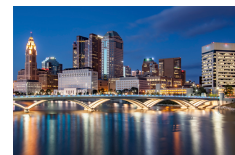
Atlanta

P 404-846-1693
F 404-264-4033
Terry.Walker@btlaw.com



Chicago

P 312-357-1313
F 312-759-5646
doug.conomy@btlaw.com



Columbus

P 614-628-0096
F 614-628-1433



Delaware

P 302-300-3434
F 302-300-3456
pamela.groff@btlaw.com



Elkhart

P 574-293-0681
F 574-296-2535
sarah.kuhny@btlaw.com

and analyze some of its expected outcomes in employment and benefits law.

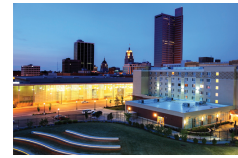
Did the Court Help Put the Brakes on Retaliation Claims?

William Nolan, Partner, Barnes & Thornburg

The steady increase of retaliation claims over the last two decades is a significant development in the area of labor and employment law. In the Nassar case, a split Supreme Court held for the employer in choosing a more stringent standard of proof that needs to be met by retaliation plaintiffs. This is generally good news for employers. The panel will explore what the standard means for employers on a daily basis and what's next in the seemingly ever-expanding area of retaliation claims.

Additional Information: Questions? Contact

jodie.daugherty@btlaw.com or (317) 261-7922



Fort Wayne

P 260-423-9440

F 260-424-8316

savannah.robinson@btlaw.com



Grand Rapids

P 616-742-3930

F 616-742-3999

ted.boersma@btlaw.com



Indianapolis

P 317-236-1313

F 317-231-7433

cari.bryson@btlaw.com



Los Angeles

P 310-284-3880

F 310-284-3894

melanie.mawema@btlaw.com



Minneapolis

P 612-333-2111

F 612-333-6798

sarah.evenson@btlaw.com



South Bend

P 574-233-1171

F 574-237-1125
sarah.kuhny@btlaw.com