CENTER FOR INTERNATIONAL LEGAL STUDIES

Inaugural Symposium on Crossborder Labour and Employment Law

Chairman: Alan M. Koral, Vedder, Price, Kaufman & Kammholz, P.C.
New York, New York, United States

THURSDAY, 28 JUNE 2007

Welcome Cocktails
Palace Great Hall

6:00 – 6:40 PM

Group Photo
Palace Great Hall / Terrace

6:40 – 6:45 PM

Tour of the Schloss

6:45 – 7:15 PM

Opening Dinner
Palace Marble Hall

7:15 – 9:00 PM

- Dennis Campbell, Austria
  Welcome
- Alan Koral, United States
  Greeting
  Introduction of Panel Chairs and Discussion Leaders

FRIDAY, 29 JUNE 2007

Workplace Regulations in the United States and Europe

Day Chair: Ramyar Moghadassi, England

Introduction to the Program
Meierhof, Parker Hall

8:00 – 8:30 AM

- Alan Koral, United States

Session I
Meierhof, Parker Hall

8:30 – 10:00 AM

Panel Chair: Ramyar Moghadassi, England

- Markus Dörig, Switzerland
  Crossborder Employment Check List
- Martin Edwards, England
  Varying Terms and Conditions of Employment under English Law
- Anna Venediktova, Russia
  General Overview of Employment Regulations in Russia

Discussion Leader: Pearl Zuchlewski, United States

Coffee Break
Meierhof, Vilar Center

10:00 – 10:10 AM

Session II
Meierhof, Parker Hall

10:10 – 11:40 AM

Panel Chair: Ramyar Moghadassi, England

- Carol D. Rasnic, United States
  Die Kündigung, Licienciement, Recesso dal Contrato, Firing or Sacking: The American Employment-at-Will Rule with Some European Law Comparisons
- Michael W. Pitts, United States
  "First, One Must Last": Impact and Challenges of Outsourcing and Offshoring on Workers
- Jérôme Debost, France
  Outsourcing and Transfer of Undertakings under French Law: Protection of Employee Rights and Obligations towards the Works Council

Discussion Leader: Pearl Zuchlewski, United States

Session III
Meierhof, Parker Hall

11:40 AM – 1:10 PM

Panel Chair: Ramyar Moghadassi, England

- Christophoros Christophi, Cyprus
  Termination of Employment because of Redundancy: The Situation in the Twenty Five Member States of the European Union
- Corrado Scivoletto, Italy
  Collective Dismissals in Italy
- Andreea Ionescu, Romania
  Termination of Employment Agreements

Discussion Leader: Pearl Zuchlewski, United States

Lunch Break
Palace Marble Hall

1:10 – 2:20 PM

Center for International Legal Studies

Session IV

Meierhof, Parker Hall

2:20 – 3:50 PM

Panel Chair: Ramyar Moghadassi, England

- Karen S. Kienbaum, United States
  Labor and Employment Trends and the Costs of Doing Business in the United States
- Norman H. Kirshman, United States
  Significant Foreseeable Changes to United States Labor Law: The Management Perspective
- John Mahoney, United States
  Developments in United States Government Labour and Employment Law that May Have International Implications

Discussion Leader: George M. Kraw, United States

Coffee Break

Meierhof, Vilar Center

3:50 – 4:00 PM

Session V

Meierhof, Parker Hall

4:00 – 5:00 PM

Panel Chair: Ramyar Moghadassi, England

- Anna Diuzheva, Russia
  Expatriate Employees in Russia: Status of Foreigners, Employment of International Business Executives
- James Gregory, United States
  United States Employer Expectations and Practices for Europe-Based Executives

Discussion Leader: George M. Kraw, United States

Session VI

Meierhof, Parker Hall

5:00 – 6:30 PM

Panel Chair: Ramyar Moghadassi, England

- Laura Devine, England
  The United Kingdom's Immigration System - Current and Future
- Charles F. Hollis, III, United States
  Employment - Based Immigration in the United States: An Overview
- Leon Versfeld, United States
  Hiring of Foreign National Workers in the United States

Discussion Leader: George M. Kraw, United States

SATURDAY, 30 JUNE 2007

Expatriates and Special Issues in Employee Rights

Day Chair: Pearl Zuchlewski, United States

Announcements and Recap

Meierhof, Parker Hall

8:15 – 8:30 AM

- Alan Koral, United States

Session VII

Meierhof, Parker Hall

8:30 – 9:30 AM

Panel Chair: Pearl Zuchlewski, United States

- Renate Dendorfer, Germany
  Dispute Resolution in Labour Conflicts – Legal Possibilities and Barriers in German Law
- Ronald W. Novotny, United States
  Enforceability of Employment Arbitration Agreements in California and the United States

Discussion Leader: Ramyar Moghadassi, England

Session VIII

Meierhof, Parker Hall

9:30 – 10:30 AM

Panel Chair: Pearl Zuchlewski, United States

- Alfred Cowger, United States
  The Impact of New United States E-Discovery Rules Outside the United States and Conflict with European Union Data Privacy Directives
- Bruce D. Pingree, United States
  Reforming Executive Compensation Practices: United States Developments and will these Governance Ideas be Exported?

Discussion Leader: Ramyar Moghadassi, England

Coffee Break

Meierhof, Vilar Center

10:30 – 10:45 AM

Center for International Legal Studies

Session IX

Meierhof, Parker Hall

10:45 AM – 12:30 PM

Panel Chair: Pearl Zuchlewski, United States

- Alan M. Koral, United States
  The Mysteries of United States Laws Prohibiting Employment Discrimination Against Persons with Disabilities
- Burkard Göpfert, Germany
  The New German Discrimination Law: A European Perspective
- Leila Hamzaoui, France
  Discrimination and Harassment in France
- Hans Georg Laimer, Austria
  What is the Scope of Protection for Disabled Employees?

Discussion Leader: Ramyar Moghadassi, England

Lunch Break – "My Most Embarrassing Moments in Practicing Law" Anecdotes

Palace Marble Hall

12:30 – 2:00 PM

Session X

Meierhof, Parker Hall

2:00 – 3:00 PM

Panel Chair: Pearl Zuchlewski, United States

- Mathilde Houet-Weil, France
  The Limited Freedom of Contract and The Role of Public Order in French Employment Law
- Vincenzo Sinisi, Italy
  Employment Rights for Board Members

Discussion Leader: George M. Kraw, United States

Coffee Break

Meierhof, Vilar Center

3:00 – 3:15 PM

Session XI

Meierhof, Parker Hall

3:15 – 4:15 PM

Panel Chair: Ramyar Moghadassi, England

- Gwenaëlle Artur, France
  Whistle Blowing in the Workplace
- Thomas Rihm, Switzerland
  The Merits and the Flaws of Whistleblowing

Discussion Leader: George M. Kraw, United States

Session XII

Meierhof, Parker Hall

4:15 – 5:45 PM

Panel Chair: Pearl Zuchlewski, United States

- Adele L. Abrams, United States
  Occupational and Mine Safety and Health Laws: The United States Perspective
- Sharon Breckenridge Thomas, United States
  Children in Global Labor: Birthing Resolution to the Violations of Child Labor Laws
- Jay Thomas Youngdahl, United States
  Crossborder Union Cooperation

Discussion Leader: George M. Kraw, United States

Open Question and Answer Forum

Meierhof, Parker Hall

5:45 – 6:15 PM

- Alan M. Koral, United States

Piano Concert

Palace Great Hall

7:00 – 8:00 PM

Concluding Dinner

Palace Marble Hall

8:00 – 9:30 PM

Mix and Mingle / Drinks and Cigars

Palace Great Hall

9:30 – 11:00 PM