SCHEDULE

SUNDAY 21 MARCH

6:00 p.m. — Reception, Hotel Zur Tenne

7:00 p.m. — Dinner, Hotel Zur Tenne

Greetings:
Prof. Dennis Campbell, Director, Center for International Legal Studies, Salzburg, Austria
Introduction:
Donald C. Dowling, Jr., Chairman, Hewitt Associates, Lincolnshire, Illinios, United States

MONDAY 22 MARCH

Morning Panel 7:15 a.m.– 9:30 a.m.

Introductory Addresses on International Employment Law

Introductory Addresses:

- Donald C. Dowling, Jr., Hewitt Associates, Lincolnshire, Illinois, United States
  "The Practice of International Employment Law"
- Jessica Learmond-Criqui, Fladgate Fielder, London, England
  "Is There Such a Thing as International Employment Law? Coordinating Cross-Border Employment Law Projects"
- Nancy Sedmak, Bureau of National Affairs (BNA), Washington, D.C., United States
  "Employment Laws Around the Globe: A Whirlwind Tour"
- Ludo Deklerck, Thompson Hine & Flory, Brussels, Belgium
  "Updating National Employment Laws for the Global Workforce 2000: Lessons from the Belgian Initiative"

Afternoon Panel — 4:30 p.m.– 6:30 p.m.

Mock International Employment Crisis Scenario Hypothetical

Scenario Hypothetical Leader: Baba Zipkin, Hall, Dickler, Kent, Friedman & Wood, New York City, New York, United States

Scenario Hypothetical Participants:

- Shelley M. Greenwald, Scarsdale, New York City, New York, United States
- Michel Milde, Taquet, Brussels, Belgium
- Mark J. Stepaniak, Taft, Stettinius & Hollister, Cincinnati, Ohio, United States
- Nicole Van Crombrugghe, Lafili, Van Crombrugghe & Partners, Brussels, Belgium

7:00 p.m. — Departure to Berggasthof Hagstein from Hotel Zur Tenne

7:30 p.m. — "Bauernpfanne" Dinner at Berggasthof Hagstein

TUESDAY 23 MARCH

Morning Panel — 7:15 a.m.– 9:30 a.m.

Overseeing Multinational Employers' Foreign Employment Operations

Moderator: Roy L. Heenan, Heenan Blaikie, Montreal, Quebec, Canada

Speakers:

- Andrew J. Boling, Baker & McKenzie, Chicago, Illinois, United States
  "Overseeing Foreign Employment Operations and Fostering Loyalty of Workers Overseas"
- Marc Krass, The Procter & Gamble Company, Cincinnati, Ohio, United States
  "Building Global In-house Employment Law Capability in a Multi-National Corporation"
- Robert J. Mignin, Seyfarth, Shaw, Fairweather & Geraldson, Chicago, Illinois, United States
  "Developing Global Employment Policies & Procedures Notwithstanding the Impediments of National Employment Laws"
- Jan Duffy, Jan Duffy Associates, San Francisco, California, United States
  "Managing Employees in the Global Marketplace"

Afternoon Panel — 4:30 p.m.– 6:30 p.m.

Current Problems in Hiring, Employing & Firing Abroad

Moderator: Giovanni Marini, Allen & Overy, Milan, Italy

Speakers:

- Monique Vreeburg, Buruma Maris, The Hague, The Netherlands
  "International Conventions Affecting the Freedom to Contract Between Employers & Employees"
- John P. Kelly, Gunster Yoakley Valdes-Fauli & Stewart, Ft. Lauderdale, Florida, United States
  "Drafting Non-Compete Agreements for Overseas Employees – Avoiding Pitfalls and Toothless Remedies"
- Jörg Rehder, Faegre & Benson LLP, Frankfurt, Germany
  "Avoiding Pitfalls in Drafting Employment Agreements for Operations Abroad"
- Edmund M. Kneisel, Kilpatrick Stockton LLP, Atlanta, Georgia, United States
  "Satisfying Multinational Redundancy Obligations during Cross-Border Force Reductions"

Evening Free.

Please start registering today for the Saturday morning busses from Hotel Zur Tenne to Salzburg with Manuela Wedam of the Center.

WEDNESDAY 24 MARCH

Morning Panel — 7:15 a.m.– 9:30 a.m.

Conflicts of Employment Laws, the Extraterritorial Effect of Employment Laws, and Resolving International Employment Disputes

Moderator: Paul Glenfield, Matheson, Ormsby Prentice, Dublin, Ireland

Speakers:

- Nicholas Greenacre, Llewelyn, Zeitman, Solicitors, London, England
  "The Extraterritorial Reach of Data Privacy Laws and the Effect on Cross-Border Human Resources Operations"
- David Greene, Edwin Coe, Solicitors, London, England
  "Conflicts-of-Law & Choice-of-Law Issues in Cross-Border Employment Disputes"
- David A. Larson, Creighton University School of Law, Omaha, Nebraska, United States
  "Dispute Resolution Trends in International Employment"
- Carl Bevernage, DeBandt, Van Hecke & Lagae, Brussels, Belgium
  "Handling Crises in International Employment Operations: Lessons from the Renault Case"

Afternoon Panel — 4:30 p.m.– 6:30 p.m.

Current Problems in Employing Expatriates

Moderator: Marcel Houben, Oppenheimer Wolff & Donnelly LLP, Brussels, Belgium

Speakers:

- Barry Gleen, Walter, Conston, Alexander & Green, New York City, New York, United States
  "Resolving Immigration Problems for the Multinational Client"
- Achim Heuser, Rechtsanwalt, Oberhausen, Germany
  "Drafting Expatriate Agreements & Harmonizing Arrangements Among Expatriates in Various Employer Locations"
- Christian Roos, Pestalozzi, Gmuer & Patry, Zurich, Switzerland
  "Using Intercompany Employment Leasing Companies to Facilitate Employment of Mobile Expatriates"
- Jack Raisner, Lankenau, Kovner & Outten LLP, New York City, New York, United States
  "Representing Mobile Workers: Perspective of the Employee/Claimant's Lawyer"

7:00 p.m. — Italian Buffet Dinner at Hotel Zur Tenne

THURSDAY 25 MARCH

Morning Panel — 7:15 a.m.– 9:30 a.m.

Corporate Codes of Conduct on Sweatshop/Child/Slave Labor, & Monitoring Labor Standards Abroad

Moderator: Ineta Krodere-Imsa, Carroll, Burdick & McDonough, Riga, Lativa

Speakers:

- Janet M. Gaymer, Simmons & Simmons, Solicitors, London, England
  "The Rise of International Corporate Codes of Conduct & The Human Rights Convention"
- Carole Basri, Deloitte & Touche, New York City, New York, United States
  "Creating an International Corporate Compliance Program"
- James M. Zimmerman, Morrison & Foerster, Beijing, China
  "Enforcing a Code of Conduct on Contract Suppliers: Lessons from China and Beyond"
- Randal H. Rankin, PricewaterhouseCoopers, New York City, New York, United States
  "Monitoring for Compliance with Codes of Conduct: Ensuring a Code is Respected in the Field"

Afternoon Panel — 4:30 p.m.– 6:30 p.m.

Employee Benefits in the Multinational Corporation

Moderator: John Pymm, Hewitt Associates, St. Albans, England

Speakers:

- David Blecher, Hewitt Associates, Lincolnshire, Illinois, United States
  "Global Benefit Design: Uniformity or Diversity?"
- Janet Cooper, Linklaters, London, England
  "Breaking Through the Barriers: Global Stock Plans and Other Cross-Border Benefits"
- Miguel A. Zaldivar, Jr., Steel, Hector & Davis, Miami, Florida, United States
  "Importing Employee Benefits Concepts from Other Legal Systems: The Latin America Experience"
- Patrick Thiébart, Caubet Couchana Meyer, Paris, France
  "EU Harmonization of Employee Benefits, Social Security, and Secondment: A Model for Other Free Trade Areas?"

Evening Free

FRIDAY 26 MARCH

Morning Panel 7:15 a.m.– 9:30 a.m.

Labor Unions in the International Marketplace

Moderator: Edmundo Gómez-Roldán, Toulet, Caballero Diaz Marin-Deloitte & Touche, Juárez, Mexico

Speakers:

- Susanne Borch, Charlottelund, Denmark
  "The I.L.O. and its Initiatives Relating to Trade Unions and Collective Bargaining'
- Bruce Shine, Shine & Mason, Kingsport, Tennessee, United States
  "Cross-Border Union Organization, Solidarity, Boycotts & EU-Level Collective Bargaining"
- Christopher Seaton, Burges Salmon, solicitors, Bristol, England
  "European Works Councils and Other Emerging Cross-Border Worker Consultative Bodies"
- Jordan W. Cowman, Baker & McKenzie, Dallas, Texas, United States
  "The Management Lawyer's Perspective on Cross-Border Labor Union Initiatives"

Afternoon Panel — 4:30 p.m.– 6:30 p.m.

The Role of Employment Issues in International Business Transactions & Free Trade Agreements

Moderator: Dirk W. Kolvenbach, Heuking, Kuhn, Luer, Heussen Wojtek, Dusseldorf, Germany

Speakers:

- Cathy B. Horton & Fiona McLaren, Clyde & Co., solicitors, London, England
  "Employment Issues in Cross-Border Acquisitions & Inward Investment Matters"
- Isabel C. Franco, Demarest e Almeida, New York City, New York, United States
  "Employment Issues in International Deals: The Brazilian Perspective"
- Douglas N. Nabhan, Williams, Mullen, Christian & Dobbins, Richmond, Virginia, United States
  "Employment Aspects of Extraterritorial Anti-Bribery Laws & the OECD Bribery Convention: Keeping Operations Out of Criminal Trouble"
- Sergio R. Karas, Karas & Associates, Toronto, Canada
  "Employment Aspects of Free Trade Agreements and the GATS in Business Transactions and Personnel Transfers"

7:00 p.m. — Concluding Dinner, Hotel Zur Tenne

SATURDAY 27 MARCH

Individual Departure. Delegates registered for one of the busses, make sure to be at the Conference hotel some minutes before the scheduled departure of the bus.