



EMPLOYMENT LAW CONFERENCE

The Gwen Hotel, Chicago, IL

November 2-3, 2023

*AGENDA SUBJECT TO CHANGE

Thursday, November 2

8:30am Conference Check-In and Continental Breakfast

9:00-10:45am Developments in EEO Law

Speaker: [Felicia Davis](#) – Paul Hastings

Update of Supreme Court cases, and the most significant appellate court cases and their application and implications for employment practices in key substantive and procedural areas, including race, sex, color, religion, national origin, gender and pregnancy discrimination, the ADEA, damages, and injunctive relief.

10:45-11:00am Break

11:00-12:30pm FMLA Compliance and Best Practices

Speaker: [Tracy Billows](#) – Seyfarth

New DOL opinion letters and OPM guidance, new developments concerning COVID-19, including the coordination of COVID paid sick leave statutes and FMLA leave, handling requests to work without medical clearance and requests to stay home without medical justification, issues when leave is to care for a family member, practical issues regarding the effect of leave on the measurement of performance goals, the relationship between working from home and approved leave, training supervisors on what not to say and how to recognize notice of need for FMLA leave, how to use notice requirements and re-certifications to combat intermittent leave abuse, how to handle an employee who states their “return to work” date is unknown, and what to do when you suspect fraudulent use of leave.

12:30-1:30 Lunch

1:30-3:00pm Retaliation and Whistleblowing Claims

Speaker: [Fran DeLuca](#) – Epstein Becker & Green

Coverage of the continued surge in these claims, including “protected activity,” expanded concept of “adverse action,” negating the inference of “causation,” third party retaliation, retaliatory harassment, and “unreasonable opposition.” We will also discuss whistleblower claims, including expanded rights and remedies of the would-be whistleblower, and best practices to help avoid and/or minimize liability, especially now.

3:00-3:15pm Break

3:15-5:00pm NLRA Update

Speaker: [Derek Barella](#) – ArentFox Schiff

Substantial changes at the National Labor Relations Board already are well underway. Biden appointees now control the Board and the agency’s new General Counsel has announced an extraordinarily aggressive agenda for change. What will a Biden NLRB look like? How will a wholesale return to – or expansion of - the opinions and policies of the Obama Board affect both union and non-union workplaces? How will the COVID pandemic continue to affect labor relations? And what about the Protect the Right to Organize (“PRO”) Act? There will be lots of important questions to discuss.

Friday, November 3

8:30am Continental Breakfast

9:00-10:00am Ethics in Labor and Employment Law

Speaker: [Dennis Duffy](#) – Kane Russell Coleman Logan

Annual update on cutting edge ethics issues, including conflicts of interest, attorney-client privilege and waiver, *ex parte* access to current and former managers and employees, pre-trial investigations, employee confidential communications using employer-provided computers and email, in-house counsel ethical issues, improper acquisition and inadvertent disclosure of information and documents, access to social media information, settlement and negotiations, “ghostwriting” of communications, and court enforcement of professionalism and civility codes.

10:00-10:15am Break

10:15-11:45am ADA Update: “Reasonable Accommodations”

Speaker: [David Fram](#) – NELI

Latest developments on practical reasonable accommodation issues in the age of COVID and the importance of training first-line supervisors on what to listen for as possible triggers to the interactive process, what supervisors and HR personnel should be trained to say and document in response to employee requests, important changes on the definition of “reasonable,” particular accommodation questions, such as exemptions to mandatory vaccination, work-at-home because of COVID-19 concerns, whether/how much “leave” (including a repeated leave extension) is required, how this interplays with the FMLA, whether reduced workloads, non-competitive reassignment, an “irritant-free” environment, shift changes, supervisor changes, or reserved parking spaces are required, whether discipline must be rescinded as an accommodation, and the best/worst undue hardship arguments.

11:45-12:00pm Break

12:00-1:30pm Wage and Hour & Misclassification Issues

Speaker: [Shannon Farmer](#) – Ballard Spahr

Discussion of changing priorities and initiatives at the DOL under the Biden administration, new developments involving contingent workers and other non-covered workers, exemption and misclassification decisions, remote working, and compensable time in our increasingly technology-centered workplace, especially in the COVID-19 era. Joint employer theories and cases and actual or constructive knowledge of time worked required to prove a claim will also be covered.

Sessions starting Thursday morning through Friday at 1:30pm



EMPLOYMENT LAW CONFERENCE

The Ritz-Carlton, New Orleans, LA

November 30 – December 1, 2023

*AGENDA SUBJECT TO CHANGE

Thursday, November 30

- 8:30-9:00am** **Conference Check-In and Continental Breakfast**
- 9:00-10:45am** **Developments in EEO Law** **Speaker: [Emily Pidot](#) – [Paul Hastings](#)**
Update of Supreme Court cases, and the most significant appellate court cases and their application and implications for employment practices in key substantive and procedural areas, including race, sex, color, religion, national origin, gender and pregnancy discrimination, the ADEA, damages, and injunctive relief.
- 10:45-11:00am** **Break**
- 11:00-12:30pm** **Wage and Hour & Misclassification Issues** **Speaker: [Chris Parlo](#) – [Morgan Lewis](#)**
Discussion of changing priorities and initiatives at the DOL under the Biden administration, new developments involving contingent workers and other non-covered workers, exemption and misclassification decisions, remote working, and compensable time in our increasingly technology-centered workplace, especially in the COVID-19 era. Joint employer theories and cases and actual or constructive knowledge of time worked required to prove a claim will also be covered.
- 12:30-1:30** **Lunch**
- 1:30-3:00pm** **Retaliation and Whistleblowing Claims** **Speaker: [Greg Keating](#) – [Epstein Becker Green](#)**
Coverage of the continued surge in these claims, including “protected activity,” expanded concept of “adverse action,” negating the inference of “causation,” third party retaliation, retaliatory harassment, and “unreasonable opposition.” We will also discuss whistleblower claims, including expanded rights and remedies of the would-be whistleblower, and best practices to help avoid and/or minimize liability, especially now.
- 3:00-3:15pm** **Break**
- 3:15-5:00pm** **NLRA Update** **Speaker: [Steve Suflas](#) – [Holland & Hart](#)**
Substantial changes at the National Labor Relations Board already are well underway. Biden appointees now control the Board and the agency’s new General Counsel has announced an extraordinarily aggressive agenda for change. What will a Biden NLRB look like? How will a wholesale return to – or expansion of - the opinions and policies of the Obama Board affect both union and non-union workplaces? How will the COVID pandemic continue to affect labor relations? And what about the Protect the Right to Organize (“PRO”) Act? There will be lots of important questions to discuss.

Friday, December 1

- 8:30-9:00am** **Continental Breakfast**
- 9:00-10:00am** **Ethics in Labor and Employment Law** **Speaker: [Dennis Duffy](#) – [Kane Russell Coleman Logan](#)**
Annual update on cutting edge ethics issues, including conflicts of interest, attorney-client privilege and waiver, *ex parte* access to current and former managers and employees, pre-trial investigations, employee confidential communications using employer-provided computers and email, in-house counsel ethical issues, improper acquisition and inadvertent disclosure of information and documents, access to social media information, settlement and negotiations, “ghostwriting” of communications, and court enforcement of professionalism and civility codes.
- 10:00-10:15am** **Break**
- 10:15-11:45am** **ADA Update: “Reasonable Accommodations”** **Speaker: [David Fram](#) – [NELI](#)**
Latest developments on practical reasonable accommodation issues in the age of COVID and the importance of training first-line supervisors on what to listen for as possible triggers to the interactive process, what supervisors and HR personnel should be trained to say and document in response to employee requests, important changes on the definition of “reasonable,” particular accommodation questions, such as exemptions to mandatory vaccination, work-at-home because of COVID-19 concerns, whether/how much “leave” (including a repeated leave extension) is required, how this interplays with the FMLA, whether reduced workloads, non-competitive reassignment, an “irritant-free” environment, shift changes, supervisor changes, or reserved parking spaces are required, whether discipline must be rescinded as an accommodation, and the best/worst undue hardship arguments.
- 11:45-12:00pm** **Break**
- 12:00-1:30pm** **FMLA Compliance and Best Practices** **Speaker: [Ellen McLaughlin](#) – [Seyfarth](#)**
New DOL opinion letters and OPM guidance, new developments concerning COVID-19, including the coordination of COVID paid sick leave statutes and FMLA leave, handling requests to work without medical clearance and requests to stay home without medical justification, issues when leave is to care for a family member, practical issues regarding the effect of leave on the measurement of performance goals, the relationship between working from home and approved leave, training supervisors on what not to say and how to recognize notice of need for FMLA leave, how to use notice requirements and re-certifications to combat intermittent leave abuse, how to handle an employee who states their “return to work” date is unknown, and what to do when you suspect fraudulent use of leave.

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