

Presented by Ogletree Deakins'

PHILADELPHIA OFFICE

You're invited to an informative and educational briefing to address the latest labor and employment law topics impacting employers.



DATE

Wednesday, March 8, 2023



TIME

8:30 – 11:30 a.m.

(Registration and breakfast will begin at 8:00 a.m.)



COST

Complimentary for clients and friends of the firm

\$300 per person for all others

(Breakfast and program materials are included.)



LOCATION

Pyramid Club
1735 Market Street
52nd Floor
Philadelphia, PA 19103
(215) 567-6510



PARKING

Parking for the briefing is available at the following locations:

1700 Market Street

Sonesta Hotel
1800 Market Street
Philadelphia, PA 19103



REGISTRATION

Register online at www.ogletree.com, or contact Amy Schelpf at (215) 995-2805 or amy.schelpf@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Pennsylvania and New Jersey CLE credit.

AGENDA

- 8:00 – 8:30 a.m. **REGISTRATION AND BREAKFAST**
- 8:30 a.m. **WELCOME**
Presenter: Donald D. Gamburg
- 8:30 – 8:40 a.m. **2023 EMPLOYMENT LAW UPDATE**
This session will provide an update on recent need-to-know Pennsylvania employment law topics.
Presenters: Clark Whitney and Tara A. Burns
- 8:40 – 9:30 a.m. **RECESSION REFRESHER: PREPARING FOR AN ECONOMIC SLOWDOWN**
Some commentators believe a recession is near, and a number of employers already have begun reacting to economic pressures by taking steps like reducing staff. Join this session for a refresher on planning and implementing a reduction in force, including discussion of timing and communication issues, severance plans, severance agreements, and notices under the Worker Adjustment and Retraining Notification (WARN) Act.
Presenters: Brandon R. Sher and Yuliya Khromyak
- 9:30 – 10:20 a.m. **PAY EQUITY LAWS ON THE RISE**
The latest legal development in pay equity and pay transparency initiatives in the United States centers around state and local laws that require employers to disclose pay scale information or file compensation information with the state. This session will cover the rapid evolution of pay disclosure legislation and address key obligations for employers. The speakers will highlight the challenges employers face when complying with these laws and offer strategies for in-house counsel to consider while navigating the laws' impact on recruiting, hiring practices, and internal employee relations.
Presenters: Daniel P. O'Meara and Jennifer L. Pacicco
- 10:20 – 10:40 a.m. **BREAK**
- 10:40 – 11:30 a.m. **IT'S TIME FOR ME TO FLY! AVOIDING NASTY RESTRICTIVE COVENANT ENTANGLEMENTS**
The market is hot, people are on the move, and restrictive covenants are in play. What can employers do during the recruiting process to avoid the potential chaos associated with restrictive covenants, trade secrets, and related employment issues? How does the Federal Trade Commission's (FTC) recent announcement impact the unfair competition landscape, if at all? This session provides an FTC update and explores the strategies from both the plaintiff and defense sides, including planning and executing strategic attorney-client privileged communications, drafting critical at-hire agreements, preserving information, protecting the C-suite in potential litigation, shoring up practices and policies to ensure protection of confidential and trade secret information, preparing a coordinated exit process (especially for high-level departures), developing a communications/public relations plan, and managing litigation.
Presenters: Donald D. Gamburg and Immon Shafiei
- 11:30 a.m. **ADJOURN**