

MANAGING A WORKFORCE IN 2024

presented by
**OGLETREE DEAKINS'
CLEVELAND
OFFICE**

August 24, 2023

An informative and educational seminar to
address the latest labor and employment
law topics impacting employers



DATE AND TIME

Thursday, August 24, 2023
1:00 – 5:15 p.m. Program
5:15 p.m. Cocktail reception
(Registration will begin at noon.)



LOCATION

Corporate College East Conference Center
4400 Richmond Road
Warrensville Heights, OH 44128
(216) 987-2800



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact
Tracie Crane at (216) 274-6921 or
tracie.crane@ogletree.com.

We have submitted this program to the HR Certification
Institute and SHRM for review. This program has been
approved for 3.75 hours of Ohio CLE credit.



AGENDA

Noon – 1:00 p.m. **REGISTRATION AND NETWORKING**

1:00 – 1:40 p.m. **PROTECTIONS FOR WORKING MOTHERS: COMPLIANCE WITH THE PUMP ACT AND PWFA**

Are you up to speed on the two new landmark laws protecting working mothers? In this session, Rico and Rebecca will discuss the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) and the Pregnant Workers Fairness Act (PWFA). These two laws, which recently went into effect, require employers to provide reasonable break time and a private space to express breast milk, and to provide reasonable accommodations to workers for known limitations related to pregnancy and childbirth. Rico and Rebecca will review what these new laws require of employers, applicable guidance issued by the EEOC, and tips for complying with these laws in a variety of industries and workplace settings.

Presenters: Rebecca J. Bennett and Federico G. Barrera III

1:40 – 1:50 p.m. **BREAK**

1:50 – 2:30 p.m. **BREAKOUT SESSION SERIES ONE—CHOOSE BETWEEN THE FOLLOWING:**

INNOVATORS, DISRUPTORS, AND UNION CAMPAIGNS: MODERNIZING THE MESSAGE

Organizing campaigns have changed a ton over the last few years. Many employers need to rethink their messages (some traditional themes can backfire in the hands of activists), reimagine how to tell their stories (reshaping talking points to resonate in 2023 and beyond), and capitalize on technology and social media (instead of ceding innovation to labor organizers). Join this session for a series of mini-workshops on developing a state-of-the-art response plan, recrafting your message, and using technology to communicate it, all while navigating a challenging regulatory environment.

Presenters: Wade M. Fricke and Jazmyn J. Barrow

HOT TOPICS IN IMMIGRATION: WHAT EMPLOYERS NEED TO KNOW TO REMAIN COMPLIANT

Join us to discuss today's top business immigration issues, including new I-9 compliance and enforcement initiatives, strategies for navigating the green card process during reductions in force, and USCIS activity surrounding the H-1B quota.

Presenter: Whitney Brownlow

2:30 – 3:00 p.m. **BREAK**

3:00 – 3:40 p.m. **BREAKOUT SESSION SERIES TWO—CHOOSE BETWEEN THE FOLLOWING:**

PAY TRANSPARENCY PROLIFERATION: KEEPING UP AND STAYING COMPLIANT

Pay equity continues to be a top—and evolving—issue for employers not only in the United States but also around the world. This session will dive into some of the top global pay equity issues and provide strategies for understanding the patchwork of laws, including a focus on the pay transparency trend in the United States and how it compares to pay equity legislation in Canada and Europe. The speakers will also discuss best practices to proactively assess and address potential pay equity gaps, develop a global pay equity strategy, and communicate with employees.

Presenters: Robert C. Petrulis and Komlavi Atsou

GIMME 5! THE FIVE CAUSES OF ACTION ARISING OUT OF A WORKPLACE INJURY

This session will detail the five causes of action an employer may be confronted with following a workplace injury. The speakers will review how employers can best defend against claims filed as a result of a workplace injury. They will discuss a workers' compensation claim, a workers' compensation court appeal, a violation of a specific safety requirement application, an intentional tort action, and an OSHA inspection. In addition, they will discuss the interrelationship among the five causes of actions and review what employers need to know to limit exposure.

Presenters: Scott W. Gedeon and Steven Boggins

3:40 – 3:50 p.m.

BREAK

3:50 – 4:30 p.m.

THE ATTORNEY-CLIENT PRIVILEGE FOR IN-HOUSE COUNSEL

The attorney-client privilege is not as robust for in-house counsel as many people think. Using hypotheticals, this session will address some of the many complications that can arise in this area, including the difference between legal and business advice, in-house counsel involvement in investigations, and methods for ensuring maximum protection against inadvertent waiver.

Presenters: Candice Miller, *Assistant General Counsel*, Applied Industrial Technologies, John Gerak, and Lauren C. Tompkins-Payton

4:30 – 5:10 p.m.

MANY GENERATIONS UNDER ONE ROOF: MANAGING THE MULTIGENERATIONAL WORKFORCE

Kids say the darndest things. But are the new generations of employees so different from the older (also referred to as wiser) ones—or are we all really the same? This session will explore the multifaceted age composition of the workplace, acknowledging the varying ways in which employees of different age ranges approach their jobs, and learning how we all have something different—but truly positive—to contribute. This discussion is sure to be a fun one for all ages!

Presenters: Gabrielle Lincoff, *Deputy General Counsel and Deputy Risk Management Officer, Office of General Counsel*, Case Western Reserve University, Amanda T. Quan, and Andrew S. Haring

5:10 – 5:15 p.m.

CLOSING REMARKS

5:15 p.m.

COCKTAIL RECEPTION