

## BACK TO BASICS—A LABOR & EMPLOYMENT CRASH COURSE FOR YOUR HR TEAM

Presented by Ogletree Deakins'

### PITTSBURGH OFFICE

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



#### **DATE**

Tuesday, November 7, 2023



#### **TIME**

8:30 a.m. – 12:15 p.m.  
(Registration and a hot breakfast will begin at 8:00 a.m.)



#### **COST**

Complimentary



#### **LOCATION**

Fairmont Pittsburgh  
510 Market Street  
Pittsburgh, PA 15222  
(412) 773-8800



#### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com), or contact Alex Rieber at (412) 394-3391 or [alex.rieber@ogletree.com](mailto:alex.rieber@ogletree.com). To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto: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 CLE credit.

# AGENDA

- 8:00 – 8:30 a.m. **REGISTRATION AND HOT BREAKFAST**
- 8:30 – 8:45 a.m. **INTRODUCTION**  
*Presenter:* Jennifer G. Betts
- 8:45 – 9:15 a.m. **MEDICAL MARIJUANA AND THE WORKPLACE**  
This session will address medical marijuana in the workplace, including a general overview of the current state of the law and tips on how to avoid common employer missteps during the hiring process and when managing an employee who is a certified medical marijuana user.  
*Presenters:* Philip K. Kontul and Cory E. Ridenour
- 9:15 – 9:45 a.m. **COMMON MISTAKES UNDER THE ADA AND HOW TO AVOID THEM**  
This session will cover common workplace accommodation issues under the Americans with Disabilities Act (ADA), including when the duty to accommodate is triggered, an employer's interactive process obligations, and when a proposed accommodation is simply not reasonable. In addition, the speakers will discuss what to look out for and best practices for handling such situations.  
*Presenters:* Karen Baillie and Taylor E. Gillan
- 9:45 – 10:00 a.m. **BREAK**
- 10:00 – 10:30 a.m. **EMPLOYER OBLIGATIONS UNDER THE FMLA AND THEIR INTERSECTION WITH OTHER DISABILITY LAWS**  
This session will address employee rights under the Family and Medical Leave Act (FMLA), how to navigate concurrent leave eligibility, and practical guidance on common mistakes resulting in FMLA retaliation and interference claims.  
*Presenters:* Sheri L. Giger and Asra Hashmi
- 10:30 – 11:00 a.m. **THE NATIONAL LABOR RELATIONS ACT: WHAT EVERY EMPLOYER NEEDS TO KNOW**  
This primer will discuss recent developments in labor law, protected concerted activity, and best practices to keep in mind when addressing workplace conduct, regardless of whether your employees are represented by a union.  
*Presenters:* Thomas A. Smock and Cristina S. Correnti
- 11:00 – 11:15 a.m. **BREAK**
- 11:15 – 11:45 a.m. **THE DOS AND DON'TS OF HANDLING UNEMPLOYMENT COMPENSATION CLAIMS**  
Successfully managing unemployment compensation claims comes with a myriad of standards and challenges unique to this niche area of the law. This session will provide an overview of the unemployment compensation claims procedure, as well as some helpful strategies and tips to aid you in the claims handling process.  
*Presenters:* Terri I. Patak and Patrick J. Fazzini
- 11:45 a.m. – 12:15 p.m. **EMPLOYEE DISCIPLINE AND DISCHARGE: TOP EMPLOYER MISTAKES AND HOW TO AVOID THEM**  
Failure to follow policies and procedures when disciplining employees can have disastrous outcomes, particularly if there is litigation. This session will review the dos and don'ts of employee discipline. You will learn how to document, what to document, and how to determine if the proposed discipline is fair.  
*Presenter:* Rick L. Etter