

Presented by Ogletree Deakins'
NASHVILLE OFFICE

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



DATE

Wednesday, March 27, 2024



TIME

8:30 – 11:45 a.m.

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



COST

Complimentary



LOCATION

Franklin Marriott Cool Springs
700 Cool Springs Boulevard
Franklin, TN 37067
(615) 261-6100



REGISTRATION

Register online at www.ogletree.com, or contact Michele Scott at (615) 687-2226 or michele.scott@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 Tennessee CLE credit.

AGENDA

8:00 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 9:00 a.m.

THE PWFA AND THE PUMP ACT—ARE YOUR POLICIES COMPLIANT?

Last year, Congress passed two significant acts designed to provide additional rights to working mothers. The Pregnant Workers Fairness Act (PWFA) and the PUMP for Nursing Mothers Act (PUMP Act) require revisions to workplace accommodation policies and the configuration of break areas and schedules. In this session, the speakers will review the recently published regulations and provide best practices to move forward.

Presenters: Benjamin P. Lemly and Jill Novak Dalrymple

9:00 – 10:00 a.m.

THE POST-PANDEMIC WORKFORCE: TIPS FOR RETENTION AND RETURNING EMPLOYEES TO THE WORKPLACE

Employers in all industries are grappling with returning employees to the workplace and implementing remote/hybrid work policies that make sense. From office hoteling to in-person perks, amenities, and incentives, this session will focus on the strategies employers can deploy to successfully return and keep employees in the workplace. The speakers will also discuss other retention techniques and solutions for some of the most commonly encountered issues and address common questions about return-to-work initiatives.

Presenters: Liz S. Washko and Timothy A. Palmer

10:00 – 10:15 a.m.

BREAK

10:15 – 11:00 a.m.

WORKPLACE VIOLENCE: PREVENTING AND RESPONDING TO WORKPLACE TRAGEDIES

The last three years have seen a steady increase in the number of mass shootings and incidents of workplace violence in the United States. In response, states like California and many industries and employers have begun requiring specific workplace violence policies and procedures. In addition, there has been an uptick in investigations conducted by the Occupational Safety and Health Administration after workplace violence incidents that have included the levying of significant fines and penalties on employers. This session will review new and proposed regulatory standards as well as best practices for preventing and responding to incidents of workplace violence, including the establishment of a crisis management team, deploying effective anti-violence measures, and creating a robust training initiative for all employees.

Presenters: William S. Rutchow and Erin A. Shackelford

11:00 – 11:45 a.m.

NLRA UPDATE: LATEST ISSUES WITH UNIONIZED WORKFORCES AND THE NLRB

Union negotiation and campaign strategies have changed significantly over the past several years. In addition, the National Labor Relations Board (NLRB) has imposed new guidelines on employers regarding topics such as moonlighting policies, handbooks, noncompete provisions, and confidentiality clauses in severance agreements. In this session, the speakers will provide updates and insights into current trends, best practices for employers to avoid unfair labor practice charges, and tips to respond to union activity.

Presenters: C. Thomas Davis and Luther Wright, Jr.