

Presented by Ogletree Deakins'

### INDIANAPOLIS OFFICE

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



#### **DATE**

Thursday, March 17, 2022



#### **TIME**

8:00 – 10:30 a.m.

(Registration and breakfast will begin at 7:30 a.m.)



#### **COST**

Complimentary



#### **LOCATION**

502 East Event Centre  
502 East Carmel Drive  
Carmel, IN 46032  
(317) 843-1234



#### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com), or contact Amanda Satterthwaite at (317) 916-2582 or [amanda.satterthwaite@ogletree.com](mailto:amanda.satterthwaite@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 Indiana CLE credit.

# AGENDA

7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**

8:00 – 8:10 a.m. **WELCOME**

*Presenter:* Bonnie L. Martin

8:10 – 8:55 a.m. **LEAVE AND ACCOMMODATION ISSUES IN AN ENDEMIC WORLD**

Even before the pandemic, employers faced challenges when addressing employee requests for accommodations and intermittent and extended leaves. Throughout the pandemic, employers have faced even more challenges with these types of requests, especially related to safety protocols to combat the spread of COVID-19. This session will provide an overview of each of the laws that apply to these requests including the Americans with Disabilities Act and Family and Medical Leave Act, best practices for addressing and documenting these requests, and a review of several real-life examples that can help employers prepare for the future.

*Presenters:* Steven F. Pockrass and Tina M. Bengs

8:55 – 9:00 a.m. **BREAK**

9:00 – 9:45 a.m. **RAPID FIRE TOPICS**

**TOP EMPLOYEE BENEFITS ISSUES**

What are the top employee benefits issues facing employers this year? Learn how to ensure your retirement and health plans are in compliance for 2022 and beyond.

*Presenter:* Jessica Kuester

**OSHA AND COVID-19: HAVING WITHDRAWN THE VACCINE MANDATE, WHERE IS OSHA HEADED?**

Although the federal Occupational Safety and Health Administration's (OSHA) COVID-19 healthcare emergency temporary standard (ETS) has expired and the vaccination and testing ETS has been withdrawn, OSHA remains committed to enforcing safety standards related to the COVID-19 pandemic. This presentation will provide strategies to help employers remain compliant with OSHA's general duty clause and other standards (e.g., respiratory protection) implicated by the pandemic.

*Presenter:* Kenneth B. Siepman

**INDIANA LEGISLATIVE UPDATE – 2022 SESSION**

Let's talk about legislation! What do employers need to know as the 2022 session of the Indiana General Assembly draws to a close? This presentation will cover the highlights.

*Presenter:* Christina M. Kamelhair

**EEOC ROUNDUP: TOP FIVE DEVELOPMENTS FOR EMPLOYERS TO KNOW IN 2022**

Enjoy a fast-paced rundown of the top five developments employers should know about the U.S. Equal Employment Opportunity Commission (EEOC) in 2022. Topics to be covered include trends and statistics on EEOC charges and litigation, key areas of agency focus, and the policy and personnel issues employers need to keep on their radar in 2022 and beyond.

*Presenter:* Katie S. Bayt

**TURNING THE TABLES? LIKELY CHANGES IN LABOR LAW**

While the National Labor Relations Board (NLRB) often swings slightly with the sitting president's politics, new NLRB General Counsel Jennifer Abruzzo has signaled a desire for radical change. The NLRB looks to switch up the rules on independent contractor status and consequential damages, as well as the frequency of utilizing 10(j) injunctions. In just five minutes, this session will briefly review how the tables could turn on both unionized and nonunionized employers.

*Presenter:* Rachel E. Ehlermann

# AGENDA

## **INCREASED ENFORCEMENT AND NEW REGULATIONS: WHAT'S COMING DOWN THE DOL'S PIPELINE IN 2022?**

This presentation will briefly cover what employers can expect from the U.S. Department of Labor (DOL) in 2022. From increased enforcement efforts by the Wage and Hour Division to rumblings of new regulations on joint employers, independent contractors, and the overtime threshold, employers should be prepared for a busy year at the DOL.

*Presenter:* Phillip J. Jones

9:45 – 9:50 a.m.

### **BREAK**

9:50 – 10:20 a.m.

## **KEEPING THE WORKPLACE A SAFE SPACE: STRATEGIES AND TIPS FOR OBTAINING A WORKPLACE VIOLENCE PROTECTIVE ORDER**

You just learned that a former employee is posting veiled, or not-so-veiled, threats against your personnel and facility. You want to maximize the safety of your employees, but avoid a wide-scale panic. How should you respond? This session will explore employers' options, including practical considerations and strategies for obtaining an Indiana workplace violence protective order.

*Presenters:* Lucy B. Bednarek and Kate E. Trinkle

10:20 – 10:30 a.m.

### **CLOSING AND PRIZE DRAWING**