

Presented by
Ogletree Deakins'
MIAMI OFFICE

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



DATE

Thursday, May 1, 2025



LOCATION

JW Marriott Miami
1109 Brickell Avenue
Miami, FL 33131
(305) 329-3500



TIME

2:30 – 3:00 p.m. Registration and Networking
3:00 – 5:00 p.m. Program
5:00 – 7:00 p.m. Cocktail Reception



COST

Complimentary

(Program materials, light hors d'oeuvres,
and refreshments are included.)



REGISTRATION

Register online at www.ogletree.com, or contact Veronica Alarcon at (305) 455-3707 or veronica.alarcon@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.

This program has received approval from the HR Certification Institute and SHRM for 2.0 credit hours. In addition, it has been approved for 2.5 hours of Florida CLE credit.

AGENDA

2:30 – 3:00 p.m.

REGISTRATION AND NETWORKING

3:00 – 3:45 p.m.

SHIFTS AT THE NLRB: IMPLICATIONS FOR PRACTICE BEFORE THE BOARD AND LABOR RELATIONS FOR ALL EMPLOYERS

As labor relations undergo significant shifts under the current administration, understanding the evolving landscape of union dynamics and employer strategies is crucial. In this session, the speakers will delve into recent developments at the National Labor Relations Board (NLRB), the impact of President Trump's executive orders, and the resurgence of union activities. Learn how to effectively manage labor relations, negotiate with unions, and apply practical tips for maintaining a harmonious and productive workplace. Gain insights into the latest trends and legal requirements to ensure your organization remains compliant.

Presenter: Arturo Ross

3:45 – 4:30 p.m.

LATEST TRENDS IN WAGE AND HOUR LAW COMPLIANCE AND LITIGATION AND THE EEOC'S FINAL PWFA REGULATIONS

In this session, the speakers will provide an overview of the current landscape regarding tip rules under existing U.S. Department of Labor regulations and recent court decisions. They will discuss the current status of the commissioned retail salesperson exemption (known as the "7(i) exemption") in light of proposed legislation. The speakers will also reveal their "from the trenches" view of the most common wage and hour compliance pitfalls that could expose employers to lawsuits.

On April 15, 2024, the U.S. Equal Employment Opportunity Commission (EEOC) published its final regulations under the Pregnant Workers Fairness Act (PWFA). Join this session to learn about the details of these final regulations, which both align with and significantly differ from the interactive process and reasonable accommodation principles established by the Americans with Disabilities Act. The speakers will review the documentation requirements set forth in the final regulations, outline an extensive list of medical conditions related to pregnancy and childbirth, and provide examples of reasonable accommodations for pregnancy-related conditions.

Presenters: Christopher P. Hammon and Kaitlyn M. O'Connell

4:30 – 5:00 p.m.

THE STATE OF DEI INITIATIVES IN LIGHT OF NEW EXECUTIVE ORDERS AND EEOC GUIDANCE, AND THE EEOC'S NEW SUBJECT MATTER PRIORITIES

In light of the Supreme Court's decision in *Students for Fair Admissions v. Harvard*, along with increasing political pressure and executive orders from the second Trump administration, there are growing concerns regarding the legality of diversity, equity, and inclusion (DEI) initiatives and programs. This session will review current litigation, legislation, and legal trends related to DEI, and provide practical tips for employers on how to stay compliant with the law.

Presenter: Michael D. Mitchell

5:00 – 7:00 p.m.

COCKTAIL RECEPTION