Ogletree Deakins

EMPLOYMENT LAW BRIEFING

Presented by
Ogletree Deakins'
MIAMI OFFICE

You're invited to an informative briefing on the latest labor and employment law issues affecting employers.

DATE
Thursday, October 15, 2026

TIME
2:30 – 3:00 p.m. Registration and Networking
3:00 – 5:00 p.m. Program
5:00 – 7:00 p.m. Reception (Drake's Bar)

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

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

REGISTRATION
Register online at www.ogletree.com, or contact Christie Comeaux at (504) 648-3847 or christie.comeaux@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.

We will submit this program to the HR Certification Institute and SHRM for review and are applying for Florida CLE credit.

AGENDA

2:30 – 3:00 p.m. **REGISTRATION AND NETWORKING**

3:00 – 3:40 p.m. **FLORIDA'S PRIVATE WHISTLEBLOWER ACT: THE IMPACT OF THE FLORIDA SUPREME COURT'S RECENT RULING ON EMPLOYERS**

In this session, the speakers will provide an overview of the current landscape regarding Florida's private whistleblower actions, particularly in light of the Florida Supreme Court's recent decision and the increasing number of cases brought under this statute. The speakers will cover the background of the Florida Private Whistleblower Act, the new definition of protected activity, how this new definition impacts employers, and practical tips for employers on how to stay compliant with the law.

Presenters: Michael D. Mitchell and Chris A. Lanzas

3:40 – 4:20 p.m. **DON'T CALL IT A COMEBACK—CALL IT THE CHOICE ACT**

In this session, the speakers will discuss how Florida has bucked the national trend of limiting the use of non-compete agreements with the enactment of the CHOICE Act, which brings significant changes to the enforcement of non-compete and garden leave agreements. The session will cover who and what is covered by the Act, the requirements for enforceability, and the Act's unique provisions for enforcement and preliminary injunctions. The speakers will also provide practical tips for employers on drafting, reviewing, and enforcing restrictive covenants under Florida's new framework.

Presenters: Patrick F. Martin and Laura M. Gonzalez

4:20 – 5:00 p.m. **THE BOT BEHIND THE COMPLAINT**

In this session, the speakers will discuss how employees are weaponizing AI against their employers. The session will review the various ways employees are using AI inappropriately and provide tips on how to identify AI usage in the workplace. Additionally, the speakers will share best practices for employers dealing with a workforce that increasingly relies on AI, particularly in relation to employee complaints.

Presenters: Christopher P. Hammon and Jessica M. Pagliery

5:00 – 7:00 p.m. **RECEPTION**