

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

Friday, October 21, 2022



TIME

8:30 – 11:45 a.m.

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



COST

Complimentary



LOCATION

JW Marriott Nashville
201 8th Avenue South
Nashville, TN 37203
(615) 291-8600



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. This program has been approved for Tennessee CLE credit.

AGENDA

8:00 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 9:15 a.m.

POST-COVID-19

We are two and a half years beyond the beginning of the pandemic and approaching the one-year anniversary of the passage of Tennessee's anti-vaccine mandate law. This session will address the current state of vaccine laws impacting Tennessee employers.

Presenter: William S. Rutchow

9:15 – 10:00 a.m.

IMMIGRATION AND COVID-19

Over the last few years, the changes resulting from the COVID-19 pandemic have had tremendous implications for employers' foreign national workforces. The speakers will discuss the latest in travel, compliance, and other challenges related to business immigration.

Presenters: Ann Parks Minor and Katherine C. MacIlwaine

10:00 – 10:15 a.m.

BREAK

10:15 – 10:45 a.m.

BENEFITS ISSUES IN A POST-DOBBS WORLD

In *Dobbs v. Jackson Women's Health Organization*, the Supreme Court of the United States expressly overruled a constitutional right to abortion and gave states the authority to regulate abortion. The *Dobbs* decision creates a host of considerations for employers with regard to employee benefits. This session will provide an overview of the issues and options for employers, including the new guidance issued under the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule setting protections for access to private medical information relating to abortion and other sexual and reproductive healthcare.

Presenter: Daniel T. Sulton

10:45 – 11:45 a.m.

DIVERSITY, EQUITY, AND INCLUSION AND CRITICAL RACE THEORY: THE TREND TOWARD STATE LAWS LIMITING TRAINING

States across the country have either passed laws or have pending legislation making it illegal to discuss racism or concepts related to critical race theory (CRT) in educational settings and/or the workplace. This session will define CRT and examine the recent phenomenon. The speakers will also explore the diversity, equity, and inclusion (DE&I) training restrictions in states like Florida, Idaho, Iowa, Tennessee, and Texas, as well as provide tips for preparing DE&I trainings that are both effective and legally compliant in every state.

Presenters: Luther Wright, Jr. and Darius Walker, Jr.