

Presented by Ogletree Deakins'

### PHILADELPHIA OFFICE

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



#### **DATE**

Wednesday, June 8, 2022



#### **TIME**

8:30 – 11:30 a.m.  
(Registration and breakfast will begin at 8:00 a.m.)



#### **COST**

Complimentary for clients and friends of the firm  
\$300 per person for all others  
(Breakfast and program materials are included.)



#### **LOCATION**

Pyramid Club  
1735 Market Street  
52nd Floor  
Philadelphia, PA 19103  
(215) 567-6510



#### **PARKING**

Discounted parking for the briefing is available at the following location:

Sonesta Hotel  
1800 Market Street  
Philadelphia, PA 19103  
Valet – \$18 per day



#### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com), or contact Amy Schelpf at (215) 995-2805 or [amy.schelpf@ogletree.com](mailto:amy.schelpf@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 Pennsylvania and New Jersey CLE credit.

# AGENDA

- 8:30 a.m. **WELCOME**  
*Presenter:* Donald D. Gamburg
- 8:30 – 9:10 a.m. **2022 EMPLOYMENT LAW UPDATE**  
This session will provide an update on recent employment law topics, cases, and decisions.  
*Presenters:* Wayne E. Pinkstone and Immon Shafiei
- 9:10 – 10:00 a.m. **EVERYONE'S FAVORITE NEW ACCOMMODATION: WORKING FROM HOME**  
Since the Americans with Disabilities Act (ADA) was enacted, employees have asked to telecommute as an accommodation. Such requests were typically denied for a number of reasons (e.g., no reliable way to manage performance and the nature of the job requires in-person interaction). For the last two years, employees have worked from home—and performed well—despite these concerns. As a result, employees who are asked to return to the office may seek to continue working remotely as a reasonable accommodation under the ADA and state laws. This session will provide insight on how to manage and evaluate such requests, and offer tips on how to balance these requests with employers' desire to return employees to the workplace.  
*Presenters:* Janice G. Dubler and Tara A. Burns
- 10:00 – 10:20 a.m. **BREAK**
- 10:20 – 10:40 a.m. **EMPLOYMENT ARBITRATION UPDATE (INCLUDING NEW LEGISLATION)**  
On March 3, 2022, President Biden signed into law the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021. The law has a significant impact on agreements to arbitrate employment disputes. In this session, the speakers will discuss the new law and what it means for employers.  
*Presenters:* Daniel P. O'Meara and Robert C. Perryman
- 10:40 – 11:30 a.m. **REEFER REGS: RIDING THE WAVE OF MARIJUANA LAW CHANGES**  
Employers face complex and evolving issues in complying with myriad state medical and recreational marijuana laws—many with express job protections for users. In addition, the City of Philadelphia has its own marijuana ordinance impacting hiring practices. With these state and now local laws, employers need to balance legal compliance with safety and business concerns, and may face strong objections from company leadership or other business partners in operations, health and safety, or risk management. Join this session for a discussion about the challenges faced by employers related to statutory compliance, disability discrimination and accommodation, workplace safety, and litigation avoidance.  
*Presenters:* Donald D. Gamburg and Jessica M. Bocchinfuso
- 11:30 a.m. **ADJOURN**