

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, November 9, 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 locations:

1700 Market Street
\$24 per day

Sonesta Hotel
1800 Market Street
Philadelphia, PA 19103
Valet – \$19 per day



REGISTRATION

Register online at www.ogletree.com, or contact Amy Schelpf at (215) 995-2805 or amy.schelpf@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 and are applying for Pennsylvania and New Jersey CLE credit.

AGENDA

- 8:00 – 8:30 a.m. **REGISTRATION AND BREAKFAST**
- 8:30 a.m. **WELCOME**
Presenter: Donald D. Gamburg
- 8:30 – 8:55 a.m. **HEALTH BENEFITS POST-ROE V. WADE**
Learn how the landmark ruling overturning *Roe v. Wade* will affect employer-sponsored health plans in 2022 and beyond. This session will focus on practical compliance strategies and state law considerations.
Presenter: Ruth Anne Collins Michels
- 8:55 – 9:45 a.m. **I'M NOT OKAY, YOU'RE NOT OKAY; BUT HEY, THAT'S OKAY! EXPLORING MENTAL HEALTH IN THE WORKPLACE**
Understanding and responding appropriately to mental health situations in the workplace is paramount to retaining an engaged and committed workforce. This session will focus on recognizing and responding to mental health issues that are often reflected in employee behavior in the workplace. The speakers will provide insight on how to distinguish between potential personality disorders and personality traits, and how to recognize and respond to employees experiencing difficulty resulting from remote work, isolation associated with COVID-19, and other interpersonal challenges that manifest in potentially disruptive behavior.
Presenters: Brandon R. Sher and Emily P.W. Santoro
- 9:45 – 10:05 a.m. **BREAK**
- 10:05 – 10:45 a.m. **PERFORMANCE MANAGEMENT DOCUMENTATION—THE KEY TO LITIGATION AVOIDANCE**
Excellent performance management documentation practices for all employers is the goal of this session. Attendees will learn to recognize good and not-so-good approaches. In addition, the speakers will demonstrate how adopting strong documentation practices helps employers in the event of litigation and will share practical tips to limit potential liability.
Presenters: Jacqueline R. Barrett and Yuliya Khromyak
- 10:45 – 11:30 a.m. **MAKING THINGS WORSE: SEVEN COMMON MISTAKES THAT WILL RUIN YOUR INVESTIGATION**
There is no question that workplace investigations are now more important than ever. But even a single misstep can expand rather than limit the potential risks. In this session, the speakers will examine seven common mistakes that can undermine an otherwise well-done investigation. The speakers will also provide practical tips so you can avoid stepping on these rakes.
Presenters: Paul Lancaster Adams and Immon Shafiei
- 11:30 a.m. **ADJOURN**