

You're Invited

Ogletree Deakins

EMPLOYMENT LAW SEMINAR



October 15, 2026

An informative seminar to address the latest labor and employment law issues affecting employers

presented by Ogletree Deakins'

PHILADELPHIA OFFICE



NEW LOCATION

Four Seasons Hotel Philadelphia
One North 19th Street, Ballroom I
Philadelphia, PA 19103
(215) 419-5000



DATE AND TIME

Thursday, October 15, 2026
8:30 – 11:45 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.)



REGISTRATION

Register online at www.ogletree.com or contact
Sarah Haake at (215) 970-9506 or
sarah.haake@ogletree.com.

We will submit this program to the HR Certification Institute and SHRM for review, and are applying for Pennsylvania and New Jersey CLE credit.



PARKING

Parking for the event is available at the following locations:

SP+ Parking
1901 John F. Kennedy Boulevard
Philadelphia, PA 19103

Parkway Corporation
1901 Arch Street
Philadelphia, PA 19103

AGENDA

8:00 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 8:35 a.m.

OPENING REMARKS

Presenter: Jacqueline R. Barrett

8:35 – 9:10 a.m.

POSTS, PROTESTS, AND POLICIES: MANAGING SOCIAL AND POLITICAL EXPRESSION IN AND OUT OF THE WORKPLACE

In the midst of ongoing divisiveness in society over numerous social and political issues, employees continue to express their opinions both at work and outside of work via comments, social media posts, protests, involvement in organizations, and more. This is complicated further, for example, when an executive or employee posts controversial remarks or images on a social media page that prominently identifies the company they work for. Join this session for a discussion of difficult scenarios and how to effectively and legally deal with them.

Presenters: Janice G. Dubler and Robert C. Perryman

9:10 – 9:50 a.m.

RESTRICTIVE COVENANTS UNDER THE MICROSCOPE: LEGAL TRENDS AND INSIGHTS

The Federal Trade Commission's (FTC) ban on non-compete agreements is dead, and the National Labor Relations Board has rescinded the Biden-era non-compete policy. However, restrictive covenants continue to attract attention from state legislators, courts, and the current FTC. The FTC chair has launched a Joint Labor Task Force aimed at enforcing federal antitrust laws to promote competition in labor markets and enhance consumer protection. This includes targeting unreasonable non-compete, no-poach, non-solicitation, and no-hire agreements. Meanwhile, states continue to pass legislation to limit the use of these restrictive covenants. This session will explore the current landscape and provide practical tips for addressing these issues.

Presenters: Daniel P. O'Meara and Rachel I. Feinberg

9:50 – 10:00 a.m.

BREAK

10:00 – 10:55 a.m.

EFFECTIVE WORKPLACE INVESTIGATIONS FROM A-Z IN THE AGE OF AI AND REMOTE WORK

This session will guide attendees through a workplace investigation from start to finish, beginning with the moment an employee complaint is received and continuing through to resolution. The speakers will discuss planning the investigation, selecting the right investigator, honing interview techniques, and addressing tough issues such as confidentiality, privilege, and evasive witnesses. The speakers will also explore the use of technology, including AI, as well as how to conduct remote investigations. Finally, they will examine how well investigative work holds up at trial months or years later.

Presenters: Immon Shafiei and Vanessa M. Ruggiero

10:55 – 11:45 a.m.

ADVANCED LEAVE AND COMPLIANCE CHALLENGES FOR TODAY'S WORKFORCE—AND LESSONS LEARNED

Managing today's workforce means navigating an increasingly tangled web of overlapping leave laws, accommodation requirements, paid time off and leave policies, and remote work challenges. This session will go beyond the basics to delve into the gray areas and real-world scenarios that keep employers awake at night. The speakers will also address the confidentiality and privacy requirements that apply to employees' medical information related to leaves of absence. Additionally, they will share concrete strategies, sample approaches, and insights on how employers can remain compliant while minimizing risk.

Presenters: Clark Whitney and Corrie R. Mitchell