

Presented by
Ogletree Deakins'
COLUMBUS OFFICE

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



DATE

Tuesday, April 21, 2026



TIME

10:00 a.m. – 2:00 p.m.
(Registration and breakfast will begin at 9:15 a.m.)



COST

Complimentary
(Breakfast and lunch will be provided.)



LOCATION

The Ohio State University – The Fawcett Center
The Clinton Room
2400 Olentangy River Road
Columbus, OH 43210
(614) 292-1342



REGISTRATION

Register online at www.ogletree.com, or contact Chris Metzler at (216) 336-6030 or chris.metzler@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 Ohio CLE credit.

EMPLOYMENT LAW SEMINAR: SPRING 2026

9:15 – 10:00 a.m.

REGISTRATION AND CONTINENTAL BREAKFAST

10:00 – 10:30 a.m.

UNPAID LEAVE AS A REASONABLE ACCOMMODATION UNDER THE ADA: WHAT ARE THE LIMITS?

Unpaid leave is a well-recognized form of reasonable accommodation under the ADA for employees with disabilities, and employers are required to seriously consider it even when the leave stretches beyond what FMLA or a company policy would normally cover. This session is going to walk through the history of how unpaid leave has been treated as an accommodation, what the case law actually tells us, what guidance the EEOC has provided along the way, and where the real limits are when it comes to employer obligations.

Presenter: Samuel N. Lillard

10:30 – 11:00 a.m.

BRINGING IN OUTSIDE COUNSEL: WHEN SENSITIVE WORKPLACE INVESTIGATIONS REQUIRE INDEPENDENT REVIEW

There are times when handling a workplace investigation internally is simply not the right call, and this session is going to get into exactly when organizations should bring in outside counsel instead. We are talking about situations involving allegations against senior leadership, cases where conflicts of interest could compromise the integrity of the process, matters that carry serious litigation or regulatory risk, circumstances where attorney-client privilege protection is essential, and investigations that require specialized expertise like financial misconduct or discrimination claims. Attendees will walk away with a practical, real-world framework for evaluating what a situation actually calls for and making decisions that are both defensible and cost-effective.

Presenter: Joshua A. Hughes

11:00 – 11:30 a.m.

NAVIGATING A FINANCIAL CRISIS: COMPLIANCE TIPS FOR REDUCTIONS IN FORCE AND ALTERNATIVE PAYROLL CUTTING MEASURES

Whether it is being driven by a financial crunch or the growing push toward AI efficiencies, a lot of employers right now are looking seriously at cutting payroll costs in a significant way. But reducing staff and payroll is not something you want to rush into without carefully weighing your options and vetting potential liability with experienced counsel first. This session will give you a solid overview of the key legal and practical issues you need to understand, including what options are actually available to employers facing headcount reductions, where liability can sneak up on you under the WARN Act, Ohio's new Mini-WARN Act, and discrimination law, and what proactive steps you can take to structure a mass layoff in a way that genuinely minimizes your risk.

Presenter: H. Devon Collins

11:30 a.m. – 12:30 p.m.

LUNCH

12:30 – 1:00 p.m.

SHOW ME THE MONEY: NAVIGATING PAY TRANSPARENCY LAWS IN OHIO AND BEYOND

Pay transparency is not a future trend anymore. It is here right now, and it is actively reshaping how employers recruit, set compensation, and communicate with their teams. This session will give you a solid overview of the pay transparency landscape with a real focus on what Ohio requires and what key laws across the country mean for multi-state employers. We will cover the common compliance obligations you need to be thinking about, including salary range disclosure requirements and pay history bans, as well as the enforcement mechanisms that actually give these laws teeth. Whether you are updating job postings, revising compensation policies, or responding to a complaint, this session will give you the knowledge you need to reduce risk and build a workplace culture that takes pay equity seriously.

Presenter: Mathew A. Parker

1:00 – 1:30 p.m.

NLRB AND EEOC UPDATES: WHAT EMPLOYERS NEED TO KNOW FOR 2026

The regulatory landscape around labor relations and equal employment opportunity is shifting fast right now, and it is the kind of change that genuinely demands employer attention. A new presidential administration brings renewed agency priorities, revised enforcement strategies, and fresh guidance that can meaningfully affect how employers manage their workforces day to day. From the NLRB's evolving position on protected concerted activity and union organizing to the EEOC's updated enforcement priorities and litigation focus areas, 2026 is shaping up to be a year of real and significant change. This session is going to break down the most critical recent developments from both agencies and give attendees a practical, grounded understanding of what is currently under scrutiny and what proactive steps employers should be taking right now to stay compliant and reduce their exposure.

Presenter: Jantzen D. Mace

1:30 – 2:00 p.m.

REMOTE WORK AS A REASONABLE ACCOMMODATION UNDER THE ADA

The COVID-19 pandemic completely changed the game when it comes to how employers and employees think about remote work. What used to feel like a rare and extraordinary accommodation has become, in so many industries, just a normal way of getting the job done. And that shift has opened up a whole set of really complex questions for employers trying to navigate accommodation requests under the Americans with Disabilities Act. When does remote work actually qualify as a reasonable accommodation? When can an employer push back and say no? And what happens when an employee who worked remotely throughout the pandemic now wants to make that arrangement permanent? This session is going to dig into the evolving legal landscape around remote work as a reasonable accommodation, with a real focus on recent case law that is helping clarify what employers are actually obligated to do and what rights employees have in this post-pandemic world.

Presenter: Allison R. Thomas