

FALL 2023 EMPLOYMENT LAW SEMINAR

presented by
**OGLETREE DEAKINS'
COLUMBUS
OFFICE**

You're Invited

November 2, 2023

An informative and educational seminar to
address the latest labor and employment
law topics impacting employers



DATE AND TIME

Thursday, November 2, 2023
9:45 a.m. – 2:00 p.m.

(Registration and breakfast will begin at 9:00 a.m.)



LOCATION

WatersEdge Event & Conference Center
4643 Trueman Boulevard
Hilliard, OH 43026
(614) 876-2200



COST

Complimentary for clients
\$25 for all others



REGISTRATION

Register online at www.ogletree.com or
contact Julie Bryan at (614) 494-0413 or
julie.bryan@ogletree.com.

We have submitted this program to the HR Certification
Institute and SHRM for review. We are also applying for
Ohio CLE credit.

We are thrilled to invite you to our highly anticipated Fall
2023 Employment Law Seminar, which will feature a special
presentation by **Angela Phelps-White, Executive Director,**
Ohio Civil Rights Commission.

Seminar topics include:

- Trade Secrets and the War Against Noncompete Agreements
- Is DEI Programming Under Fire After the Supreme Court's Affirmative Action Ruling?
- Bite-Sized Employment Law Smorgasbord (PUMP Act, recent decisions from the Supreme Court and the NLRB, and local ordinances)
- Hot Topics in Immigration
- Healthcare/Workers' Comp: Understanding Self-Insured Plan Options in Ohio

AGENDA

- 9:00 – 9:45 a.m. **REGISTRATION AND CONTINENTAL BREAKFAST**
- 9:45 – 10:00 a.m. **WELCOME AND INTRODUCTIONS**
- 10:00 – 10:30 a.m. **TRADE SECRETS AND THE WAR AGAINST NONCOMPETE AGREEMENTS**
This session will delve into the legal landscape surrounding noncompetes, recent legal challenges, and strategies for protecting your organization’s valuable information without stifling employee mobility.
Presenter: Samuel Lillard
- 10:30 – 11:00 a.m. **IS DEI PROGRAMMING UNDER FIRE AFTER THE SUPREME COURT’S AFFIRMATIVE ACTION RULING?**
This session will explore the evolving landscape of diversity, equity, and inclusion (DEI) programming in the workplace following the Supreme Court of the United States’ recent affirmative action decision, which found certain race-conscious college admissions practices unconstitutional. This session will also provide insights into alternative strategies for promoting diversity and inclusion while complying with legal requirements.
Presenter: Mathew Parker
- 11:00 – 11:30 a.m. **BITE-SIZED EMPLOYMENT LAW SMORGASBORD**
In this session, the speakers will cover topics such as the PUMP for Nursing Mothers Act (PUMP Act), recent decisions from the Supreme Court and the National Labor Relations Board (NLRB), and local ordinances.
Presenters: Jantzen D. Mace and Lauren Brandt-Quire
- 11:30 a.m. – Noon **HOT TOPICS IN IMMIGRATION**
This session will summarize the latest immigration policies and practices affecting employers and employees.
Presenter: Whitney Brownlow
- Noon – 12:30 p.m. **LUNCH**
- 12:30 – 1:15 p.m. **HEALTHCARE/WORKERS’ COMP: UNDERSTANDING SELF-INSURED PLAN OPTIONS IN OHIO**
This panel discussion will focus on two of the self-insured plan options potentially available to Ohio employers. The speakers will address the necessary criteria and the potential pros and cons of self-funding health benefit plans with stop gap insurance and the self-insured Ohio workers’ compensation option.
Moderator: Samuel Lillard
Presenters: Bill Shimp, *Managing Partner*, ClearPath Benefits
 Tony Canovi, *CEO*, Compensation Solutions Inc.
- 1:15 – 2:00 p.m. **SPECIAL PRESENTATION**
This session will provide attendees with valuable insights into the current trends and developments before the Ohio Civil Rights Commission.
Presenter: Angela Phelps-White, *Executive Director*, Ohio Civil Rights Commission