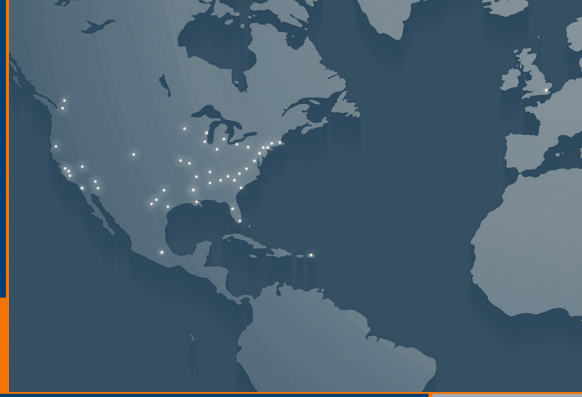




Ogletree Deakins



OGLETREE DEAKINS

presents

MANAGING A WORKFORCE IN NEW YORK, NEW JERSEY, AND CONNECTICUT



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

You're Invited

April 3, 2020

LOCATION

Grand Hyatt New York
109 East 42nd Street at Grand Central Terminal
New York, NY 10017
(212) 883-1234

DATE AND TIME

Friday, April 3, 2020
9:00 a.m. – 4:30 p.m. Program
4:30 p.m. Cocktail Reception
(Registration and breakfast will begin at 8:00 a.m.)

COST

\$99.00
(A continental breakfast, lunch, cocktail reception, and program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Julissa Keene at (212) 492-2508 or julissa.keene@ogletree.com.

We are submitting this program to the HR Certification Institute and SHRM for review and are applying for New York, New Jersey, Connecticut, and Pennsylvania CLE credit. If you need financial aid to attend this seminar, please click [here](#). This program is approved for both newly admitted and experienced attorneys.

AGENDA

8:00 – 9:00 a.m. **REGISTRATION AND BREAKFAST**

9:00 – 9:10 a.m. **WELCOME AND OPENING REMARKS**

9:10 – 10:00 a.m. **RECENT DEVELOPMENTS IN THE TRISTATE AREA**

The laws governing the workplace are constantly changing, and those affecting the tristate area are no exception. Attorneys in our New York, New Jersey, and Connecticut offices will bring you up to speed on the latest developments in employment law in the tristate area.

Presenters: Joseph B. Cartafalsa (New York City), Nicole S. Mulé (Stamford), and Michael J. Riccobono (Morristown)

10:00 – 10:10 a.m. **BREAK**

10:10 – 11:00 a.m. **MANAGING WITH HINDSIGHT: WHAT YOUR EMPLOYMENT LITIGATOR WISHES YOU HAD DONE DIFFERENTLY**

What if you could turn back the clock midway through a difficult employment case? What if you could have played out the scenario before it actually happened? What if you could have seen it coming? But most important, what if you could have prevented it altogether? This session will focus on real-life employment scenarios, with an emphasis on avoiding litigation and best practices companies can implement now to minimize risk later. Using actual cases, we will draw lessons that employers can apply to effectively manage their workforce today.

Presenters: Kelly M. Cardin (Stamford/New York City) and Simone R.D. Francis (New York City/St. Thomas)

11:00 – 11:10 a.m. **BREAK**

11:10 a.m. – Noon **KEEPING THE PEACE WHEN POLITICS AND THE WORKPLACE COLLIDE**

The days of good-natured sports rivalries as the great workplace divider are gone. In 2020, employees' political and social opinions are on full display on social media, with little distance between the Internet and the water cooler. How can employers balance respecting employees' right of expression with maintaining a productive workforce and preventing social conflict in the office? Join us for a discussion about differences of opinion in the workplace, including challenging scenarios and practical tips on effective policies and laws that may impact employees' expression.

Presenters: Daniel M. Bernstein (New York City) and William C. Ruggiero (Stamford)

Noon – 1:30 p.m. **LUNCH AND KEYNOTE PRESENTATION: ELECTION YEAR 2020: PROMISE OR PERIL?**

The events leading up to the November 3, 2020, elections will make for a highly contentious campaign season. This presentation will highlight the major issues and factors that will determine who will occupy the White House and control Congress.

Presenter: Charles A. Gonzalez (San Antonio), *former Member*, U.S. House of Representatives (D-TX)

1:30 – 2:20 p.m. **FROM REMOTE WORKERS TO INDEPENDENT CONTRACTORS: MANAGING THE MULTITUDE OF GLOBAL WORK ARRANGEMENTS**

This session will focus on the Fair Labor Standards Act, state expense reimbursement, workers' compensation, the Americans with Disabilities Act, Title VII of the Civil Rights Act, and cross-border considerations when managing the multitude of global work arrangements, including those involving remote workers and independent contractors. We will explore best practices for responding to requests to work remotely and to engage independent contractors, issues that frequently arise when dealing with such arrangements, both within and outside of the United States, and ways to legally implement relevant policies or practices in a globally harmonious fashion.

Presenters: Diana J. Nehro (New York City/Boston) and John G. Stretton (Stamford)

FRIDAY, APRIL 3, 2020

2:20 – 2:30 p.m.

BREAK

2:30 – 3:20 p.m.

PLEASE RELEASE ME! PREPARING ENFORCEABLE SEVERANCE AND SETTLEMENT AGREEMENTS

Significant changes to state law have altered the way employers handle settlement and severance agreements, as well as employers' ability to limit disclosure of allegations of illegality during employment. This presentation will highlight those changes; the extent to which the legislatures, agencies, and courts have addressed the new requirements; and best practices for compliance.

Presenters: Kevin B. Walker (Morristown) and Aaron Warshaw (New York City)

3:20 – 3:30 p.m.

BREAK

3:30 – 4:20 p.m.

LEAVES OF ABSENCE: UNDERSTANDING THE WEB OF OBLIGATIONS AND AVOIDING THE SNARES

Coordinating and managing employee leave rights and requests for accommodation can be challenging for even the most experienced managers. This presentation will examine the interaction of federal, state, and local leave laws, as well as the issues that employers confront the most. The presenters will provide an overview of these laws and provide tips that will help employers properly manage the many nuances associated with leaves of absence.

Presenters: Christina M. Schmid (New York City) and Valerie L. Weiss (Morristown)

4:20 – 4:30 p.m.

CLOSING REMARKS

4:30 p.m.

COCKTAIL RECEPTION