

You're Invited

Ogletree Deakins

MANAGING A WORKFORCE



August 20, 2026

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

presented by Ogletree Deakins'

CLEVELAND OFFICE



LOCATION

Corporate College East Conference Center
4400 Richmond Road
Warrensville Heights, OH 44128
(216) 987-2800



DATE AND TIME

Thursday, August 20, 2026
Noon – 12:45 p.m. Early bird sessions
1:00 p.m. – 4:50 p.m. Program
4:50 p.m. – 5:45 p.m. Reception
(Registration and networking will begin at 11:45 a.m.)



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact
Anthony Kleem at (216) 274-6919 or
CLERSVP@ogletree.com.

We will submit this program to the HR Certification Institute and SHRM for review. This program is approved for 3.75 hours of CLE credit in Ohio.

AGENDA

11:45 a.m. – 1:00 p.m.

REGISTRATION AND NETWORKING

Noon – 12:45 p.m.

EARLY BIRD SESSIONS—CHOOSE BETWEEN THE FOLLOWING:

REDUCING YOUR RISK WHEN REDUCING YOUR WORKFORCE

Last year, more than 1.1 million workers were laid off as companies continued to downsize and restructure in response to market fluctuations and economic challenges. Join this session to learn about compliance with the Worker Adjustment and Retraining Notification (WARN) Act, as well as relevant “mini-WARN Act” state laws. The speakers will also discuss potential pitfalls, statistical analysis and disparate impact implications, selection criteria, multistate separation agreements, state reduction-in-force laws, and issues related to disclosures under the Older Workers Benefit Protection Act.

Speakers: Andrew S. Haring and Lauren K. Garretson

ENFORCING RESTRICTIVE COVENANTS: LESSONS LEARNED FROM YEARS OF LITIGATION

Join us for a practical discussion on enforcing restrictive covenant agreements, drawing on years of litigation experience. This session will offer general tips and best practices for employers seeking to enhance the enforceability of their restrictive covenant agreements, including non-compete, non-solicitation, and confidentiality provisions. The speakers will also address forum selection and important state law considerations, particularly in light of the rapidly shifting legislative landscape at the state level that continues to reshape how courts evaluate and enforce these agreements. Whether you are drafting new agreements or assessing the strength of existing ones, this session will provide actionable tips to help you navigate the evolving legal terrain surrounding restrictive covenants.

Speakers: Komlavi Atsou and Samuel H. Ottinger

1:00 – 1:45 p.m.

BREAKOUT SERIES ONE—CHOOSE BETWEEN THE FOLLOWING:

EEOC ENFORCEMENT: CASES, TRENDS, AND SHIFTING PRIORITIES

The EEOC has announced a number of new initiatives and priorities. This session will explore the EEOC’s enforcement priorities and what employers might expect from the agency for the remainder of 2026 and beyond. Topics will include the Commission’s areas of focus, case law developments, emerging trends, and predictions for the future. The speakers will share valuable insights on how to navigate the evolving legal landscape and proactively address compliance issues.

Speakers: John Gerak and Lauren C. Tompkins-Payton

BACK IN THE VSSR, YOU DON’T KNOW HOW UNLUCKY YOU ARE

This session will examine Ohio Violation of Specific Safety Requirement (VSSR) claims and how workplace injuries can lead to significant additional exposure for employers. This session will cover the legal framework governing VSSRs in Ohio, common allegations, the process of investigations and hearings before the Industrial Commission, and the practical mistakes that often increase employer exposure. Attendees will learn effective defense strategies, best practices for documentation, and real-world lessons drawn from litigated VSSR claims and investigations.

Speaker: Steven Boggins

1:45 – 1:55 p.m.

BREAK

1:55 – 2:40 p.m.

BREAKOUT SERIES TWO—CHOOSE BETWEEN THE FOLLOWING:

NAVIGATING REMOTE WORK ACCOMMODATION REQUESTS

How can employers comply with their obligations under the ADA and state laws while returning employees who request remote work back to on-site positions? In this interactive session focused on real-world cases, the speakers will provide an overview of the ADA reasonable accommodation process and applicable legal standards. The speakers will also discuss cases where the employers did (and did not) handle remote work requests appropriately—and what the employers might have done to better address their employees' requests.

Speakers: Rebecca J. Bennett and Robert C. Petruilis

THE EMPLOYER'S PLAYBOOK FOR RESPONDING TO CATASTROPHIC INJURIES

In this interactive session, well-regarded personal injury and defense counsel will discuss how decisions made by an employer following a catastrophic injury directly affect subsequent litigation. Attendees will learn how these decisions impact the employer's liability and the overall value of the case. The speakers will focus on common mistakes and explain how personal injury attorneys leverage these mistakes to strengthen their cases. Topics will include preservation of evidence and concerns related to spoliation. Audience participation is encouraged.

Speakers: Frank L. Gallucci III, *Principal*, Plevin & Gallucci, and Scott W. Gedeon

2:40 – 3:10 p.m.

SNACK BREAK

3:10 – 3:55 p.m.

BREAKOUT SERIES THREE—CHOOSE BETWEEN THE FOLLOWING:

CREATING A POSITIVE AND PRODUCTIVE WORK ENVIRONMENT

A workplace filled with issues can lead to numerous challenges, including low morale, high employee turnover, decreased quality of work, safety concerns, potential litigation, and an increased interest in third-party representation. In this session, the speakers will cover the basics of good and effective leadership and share the keys to creating a productive and happy work environment.

Speakers: Brittany N. Brantley and Wade M. Fricke

WAGE AND HOUR PITFALLS AND TRENDS IN LITIGATION IN AND AROUND NORTHEAST OHIO

This session will address current issues that expose companies to wage and hour litigation under the FLSA and Ohio law. Key topics will include rounding practices, donning and doffing procedures, meal periods, overtime exemptions, and the regular rate of pay. The speakers will also focus on workplace policies and procedures that can help reduce the risk associated with these issues, as well as potential defenses in litigation.

Speakers: Monica L. Lacks and Jeffrey J. Moyle

3:55 – 4:05 p.m.

BREAK

4:05 – 4:50 p.m.

“MY FAVORITE MISTAKE”: PERSPECTIVES FROM THE PLAINTIFFS' BAR

This session will provide an inside look at how successful plaintiffs' attorneys view workplace litigation. A panel of Cleveland's top plaintiffs' employment lawyers will explain what they look for in the cases they choose to pursue, describe the common employer mistakes they have seen, and share tips on how to avoid being their next target.

Speakers: Ann-Marie Ahern, *Co-Managing Principal*, McCarthy Lebit Crystal Liffman
Richard C. Haber, *Managing Partner*, Haber LLP
Amanda T. Quan

4:50 – 5:45 p.m.

RECEPTION