

You're Invited

Ogletree Deakins

MANAGING A WORKFORCE



October 23, 2026

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

presented by Ogletree Deakins'

KANSAS CITY OFFICE



LOCATION

DoubleTree by Hilton Hotel Kansas City – Overland Park
10100 College Boulevard
Overland Park, KS 66210
(913) 451-6100



DATE AND TIME

Friday, October 23, 2026
8:25 a.m. – 4:00 p.m.
(Registration and breakfast will begin at 7:30 a.m.)



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact
Debbie Dixon at (816) 410-2239 or
debbie.dixon@ogletree.com.

We will submit this program to the HR Certification Institute and SHRM for review. We are also applying for CLE credit in Kansas, Missouri, and Nebraska.

AGENDA

7:30 – 8:25 a.m.	REGISTRATION AND BREAKFAST
8:25 – 8:30 a.m.	OPENING REMARKS <i>Moderator:</i> Chris R. Pace
8:30 – 9:15 a.m.	FMLA AND ADA COMPLIANCE IN THE REAL WORLD This interactive session will walk attendees through real-life workplace scenarios involving employees who need assistance or time off from work due to their own medical condition or a family member's medical condition. The session will provide practical tips on how to stay compliant with the FMLA, ADA, and PWFA. The scenarios will highlight lessons learned from recent court decisions and regulatory guidance from the EEOC, as well as issues and decisions on the horizon. <i>Presenter:</i> Kerri S. Reisdorff
9:15 – 10:15 a.m.	ADDRESSING IMPLICIT BIAS AND SUPPORTING A DIVERSE WORKFORCE This presentation will explore the concept of implicit bias—what it is and how it manifests in the workplace. Given the current political landscape surrounding DEI programs, it can be challenging to find effective tools to support a diverse workforce. Attendees will leave with practical strategies for identifying and mitigating implicit bias within their organizations, as well as fostering a culture of inclusiveness. <i>Presenters:</i> Heather R. Hamilton and Alexandra G. Widick
10:15 – 10:30 a.m.	BREAK
10:30 – 11:00 a.m.	WAGE AND HOUR TRENDS: STRATEGIES FOR EMPLOYERS This session will provide an overview of the latest federal and state wage and hour developments shaping employer compliance in 2026 and beyond. Topics will include changes to overtime exemption thresholds, the DOL's renewed focus on opinion letters, standards for independent contractors and joint employers, and emerging risks associated with AI-driven workforce tools. Attendees will learn practical strategies to navigate multistate pay transparency laws, address remote work time tracking challenges, and implement self-correction programs such as the PAID program. <i>Presenters:</i> Patrick F. Hulla and Brodie W. Herrman
11:00 – 11:45 a.m.	ADAPTING TO CHANGE: KEY FACTORS IN CONDUCTING EMPLOYEE MISCONDUCT INVESTIGATIONS This presentation will cover the current trends and considerations in employee misconduct investigations. Topics will include managing the rising volume of cases, the growing emphasis on mental health, the influence of AI, and legal challenges related to investigations. Additionally, the speakers will explore other hot topics for employers to consider when structuring their employee misconduct investigations. <i>Presenters:</i> Heather R. Hamilton and Jacqueline M. Duvall
11:45 a.m. – Noon	BREAK
Noon – 12:30 p.m.	LUNCH

12:30 – 1:25 p.m.

SPOTLIGHT ON MENTAL HEALTH: WHAT EMPLOYERS SHOULD KNOW ABOUT OCD AND ANXIETY DISORDERS

Anyone working in HR or employment law has likely noticed an increase in mental health issues in the workplace, particularly with respect to ADA accommodations. However, many employers may not fully understand the range of mental health challenges affecting their employees and how to provide adequate support. Join us for a special lunch presentation featuring our Charlotte-based colleague, Kelly Hughes, who will share her personal experience as an attorney living with obsessive compulsive disorder (OCD), generalized anxiety disorder, and panic disorder. Kelly will discuss her lived experiences, outline the latest diagnostic criteria for these three increasingly common conditions, explore various current treatment options, and highlight the accommodations that she has found most effective. Additionally, she will provide resources for those interested in learning more about this topic.

Presenter: Kelly S. Hughes

1:30 – 2:15 p.m.

10 THINGS EMPLOYERS NEED TO KNOW ABOUT BENEFITS

Many employers often overlook the legal issues that can impact employee benefits until a problem arises. This session will focus on practical, proactive steps HR professionals can take—no matter how much they know (or don't) about benefits—to safeguard their benefit plans against employee complaints, audits by the DOL and IRS, and potential litigation.

Presenter: Jeremy W. Hays

2:15 – 2:30 p.m.

BREAK

2:30 – 3:00 p.m.

TRANSFORMING HR WITH AI: LEGAL SAFEGUARDS AND BEST PRACTICES

This session is designed to help employers identify and manage the legal risks associated with the use of AI in their organizations. The session will explore how AI is transforming every stage of the employment life cycle, from recruitment to discipline and termination. Attendees will learn practical tips for developing effective policies, implementing meaningful human oversight, and building compliance practices to minimize legal liability.

Presenter: Nick S. Ruble

3:00 – 3:30 p.m.

UNDERSTANDING WHISTLEBLOWER RETALIATION IN MISSOURI AND KANSAS

This session will explore the issue of whistleblower retaliation under Missouri and Kansas law, highlighting the importance of protections afforded by OSHA as a federal safeguard.

Presenter: Jacqueline M. Duvall

3:30 – 4:00 p.m.

30 EMPLOYMENT LAW MYTHS IN 30 MINUTES

Employment law is full of “rules” that are often accepted as settled, straightforward, and incontrovertible. This thought-provoking and fast-paced session will examine 30 common employment law “myths” in just 30 minutes. Along the way, the speaker will challenge conventional assumptions and uncover the nuances, exceptions, and grey areas that make employment law anything but black and white. Attendees will leave with a fresh perspective on familiar rules and a greater appreciation for the complexities that lie beneath them.

Presenter: Trevor M. Bond

4:00 p.m.

Q&A SESSION