



Ogletree
Deakins



PITTSBURGH

The Pittsburgh office of
OGLETREE DEAKINS

presents
**MANAGING A WORKFORCE
IN 2019**

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

**You're
Invited**

April 9, 2019

LOCATION

Westin Convention Center Pittsburgh
1000 Penn Avenue
Pittsburgh, PA 15222
(412) 281-3700

DATE AND TIME

Tuesday, April 9, 2019
8:00 a.m. – 12:30 p.m.
(Registration and breakfast will begin at 7:30 a.m.)

COST

Complimentary
(A full breakfast and program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact William Ebbert at
(412) 394-3333 or william.ebbert@ogletree.com.

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

AGENDA

- 7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**
- 8:00 – 8:15 a.m. **WELCOME AND OPENING REMARKS**
Presenter: Michael D. Glass
- 8:15 – 8:45 a.m. **CROOKS AND LIARS: ADVICE FOR EMPLOYERS INVESTIGATING EMPLOYEE BAD BEHAVIOR**
Employers are increasingly having to address bad behavior and even criminal conduct on the part of their employees. From trade secret theft, fraud, and embezzlement to gambling, alcohol abuse, and illegal drug use in the workplace, employers must be prepared to investigate employee malfeasance. This lively discussion will cover what employers need to know when investigating employee misconduct and the tricks of the trade to outsmart crooks and liars.
Presenters: Thomas A. Smock and Philip K. Kontul
- 8:45 – 9:30 a.m. **GIVE YOUR COMPANY A FIGHTING CHANCE: DEALING WITH WORKPLACE VIOLENCE**
Every day, employers (with assistance and direction from HR and in-house legal departments) must anticipate and deal with workplace challenges—often including workplace violence. What can HR and in-house attorneys do to balance legal compliance, employee safety, and company operations? This session will provide an overview of basic compliance issues, including health and safety concerns, coordination of response teams, and follow-up with media and others. The session also will explain how effective communication and disaster response can create an atmosphere that supports both legal compliance and employee resilience. This presentation will include an overview of techniques for recognizing the potential for workplace violence and offer assistance in developing compliance policies for events of workplace violence.
Presenter: Maria Greco Danaher
- 9:30 – 9:45 a.m. **BREAK**
- 9:45 – 10:15 a.m. **NOT THE POT OF GOLD WE EXPECTED: WHAT'S HAPPENING WITH THE NLRB?**
This session will offer a fast-paced, interactive review of what's been happening at the NLRB, including Board decisions, rulemaking, and administrative directives that impact employers, regardless of whether their employees are represented by unions.
Presenters: Ruthie L. Goodboe and Michael D. Glass
- 10:15 – 11:00 a.m. **DOING RIGHT WITHOUT GOING WRONG: NAVIGATING WORKPLACE DIVERSITY AND INCLUSION INITIATIVES**
Employers seeking to recognize and strengthen diverse and inclusive cultures in their workplaces face many challenges, despite good intentions. Today's employers must know how to navigate this area to avoid potential liability or—even worse—the creation of environments where employees do not feel valued. This session will present developments in workplace diversity and inclusion initiatives, highlight potential legal pitfalls, and provide practical strategies for implementing successful programs.
Presenter: Kimya S. P. Johnson (Philadelphia)
- 11:00 – 11:15 a.m. **BREAK**
- 11:15 – 11:45 a.m. **AI, ROBOTS, AND BLOCKCHAIN, OH MY! DEMYSTIFYING ISSUES RELATED TO TECHNOLOGY AND EMPLOYMENT**
Many employers' workforces are rapidly changing through advancements in technology and automated systems, and HR management itself is undergoing a widespread evolution. This session will highlight various technologies in the workplace and their attendant legal issues.
Presenter: Jennifer G. Betts
- 11:45 a.m. – 12:15 p.m. **LET'S BE BLUNT: MEDICAL MARIJUANA IN THE WORKPLACE**
As medical marijuana use continues to rise, employers' rights and obligations are becoming more clouded. We'll cover the interaction between disability antidiscrimination laws and an employer's right to a drug-free workplace, including basic considerations related to drug testing, workplace safety issues, and reasonable accommodations and the interplay between state and federal regulations on medical marijuana, to keep from getting lost in the weeds.
Presenter: John C. Artz
- 12:15 – 12:30 p.m. **CLOSING**
Presenter: Michael D. Glass