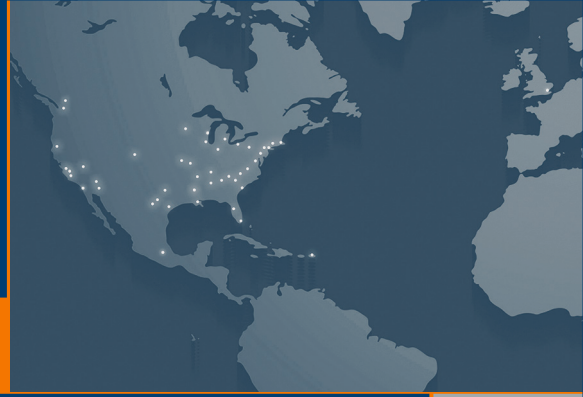




Ogletree
Deakins



OHIO

The Cleveland office of
OGLETREE DEAKINS

presents
**MANAGING A WORKFORCE
IN 2020**

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

**You're
Invited**

August 15, 2019

LOCATION

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

DATE AND TIME

Thursday, August 15, 2019

1:00 p.m. – 5:15 p.m. Program
(Registration will begin at 12:30 p.m.)

5:15 p.m. Cocktail Reception

COST

Complimentary
(A cocktail reception and program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Nikita Roberts-Williams at
(216) 241-6100 or nikita.roberts-williams@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review.
Ohio CLE credit has been approved.

AGENDA

12:30 – 1:00 p.m.

REGISTRATION

1:00 – 1:45 p.m.

BREAKOUT SESSIONS—SERIES ONE

CAN YOU STILL HAVE A DRUG-FREE WORKPLACE? PRACTICAL SOLUTIONS FOR TODAY'S CHALLENGES WHEN DEALING WITH A MULTI-STATE WORKFORCE

The panel will examine the patchwork of federal and state laws governing drug testing for marijuana, including workplace accommodations and issues unique to federal contractors.

Speakers: Andrew S. Haring (Cleveland)
Russell T. Rendall (Cleveland)

TOP TIPS FOR TRULY EFFECTIVE WORKPLACE INVESTIGATION INTERVIEWS

Employee interviews are often the key to the success of a workplace investigation. In fact, finding the truth is dependent on being as productive as possible when conducting these interviews. Join our panelists for a discussion of effective ways to start and end employee interviews, key insights on helpful preparation, and a method for asking questions that is proven to capture the most information and fill in the gaps.

Moderator: Ellen Toth (Cleveland)

Panelists: Kelly Hamilton, *HR Director, Employment Claims*, The Sherwin-Williams Company
Michelle R. Arendt, *Senior Counsel, Office of General Counsel*, Case Western Reserve University

1:45 – 1:55 p.m.

BREAK

1:55 – 2:40 p.m.

BREAKOUT SESSIONS—SERIES TWO

MADE TO ORDER: MANAGING THE MULTITUDE OF WORKING ARRANGEMENTS

Remote, gig, temporary, part-time—the types of working arrangements in today's marketplace seem endless, as do the legal issues that can result from them. Determining when and whether a specific local or state law applies to workers who spend only a temporary amount of time in a particular jurisdiction is an emerging challenge, as are issues such as how best to manage remote workers. This session will cover the wide variety of working arrangements in today's workplace, key issues that can arise, and strategies for reducing legal headaches.

Speakers: Natalie M. Stevens (Cleveland)
Cara L. Staley Rafferty (Cleveland)

EMPLOYEE BENEFITS HOT TOPICS

Employee benefit attorneys Jason Rothman and Stephanie Smithey will discuss the current employment benefit compliance items that plan sponsors must know and understand. Key areas of discussion will include (1) the latest on Affordable Care Act guidance and litigation, (2) recent tax-qualified plan guidance, and (3) the current status of wellness plan design compliance under the ADA. In addition, they will share some of the common employee benefit compliance issues that plan sponsors continue to struggle with when administering their plans.

Speakers: Jason A. Rothman (Cleveland)
Stephanie A. Smithey (Indianapolis)

2:40 – 3:00 p.m.

BREAK

3:00 – 3:45 p.m.

EXAMINING YOUR EXAMINATIONS AND INQUIRING ABOUT YOUR INQUIRIES: STRATEGIES FOR LEGALLY COMPLIANT MEDICAL EVALUATIONS

Employers across the country utilize pre-employment and fitness-for-duty medical examinations and inquiries to reduce workers' compensation claims and as part of the interactive accommodation process. Depending on what stage of the employment process an applicant or employee is in, the basis for and scope of these exams and inquiries will differ significantly, with potential liability at every corner. This session will explore the legal parameters for compliant medical exams and inquiries under the ADA and FMLA (including those conducted at workplaces with company doctors, nurses, and other medical staff) and will assist employers with developing strategies to maximize compliance while retaining the benefits of the process.

Speakers: John Gerak (Cleveland)
Amanda T. Quan (Cleveland)

3:45 – 4:30 p.m.

WHAT YOU SEE IS ALL THERE IS: REEVALUATING HOW SUPERVISORS INTERACT WITH EMPLOYEES

Communicating effectively with employees, receiving employee feedback, and retaining talent are important to both unionized and nonunionized employers. Understanding how people's minds work—and eliminating faulty assumptions—can improve how employers manage employee reactions to changes in the workplace. This presentation will discuss strategies for training a management team on how to understand behaviors that lead to union organizing and how to build positive employee relations.

Speakers: Rebecca J. Bennett (Cleveland)
Charles F. Billington, *Assistant General Counsel – North American Group HR, Labor & Employment*, Parker Hannifin Corporation

4:30 – 5:15 p.m.

TEST YOUR KNOWLEDGE! THE MULTI-STATE MISHMASH

Employers operating in multiple states have a veritable patchwork quilt of laws with which to comply. With state-specific laws relating to legalized marijuana, pre-employment background inquiries, paid sick leave, minimum wage, and more, it is more important than ever for employers to get it right. During this interactive polling session, attendees will be quizzed on their mastery of the nuances in state employment laws, and the panelists will identify and explain the correct answers and discuss risks.

Speakers: Bruce G. Hearey (Cleveland)
Corey N. Thrush (Cleveland)

5:15 p.m.

SEMINAR CLOSING AND COCKTAIL RECEPTION