



Ogletree
Deakins



ARIZONA

The Arizona offices of
OGLETREE DEAKINS

present
**MANAGING A WORKFORCE
IN 2020**

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

LOCATION

The Scottsdale Resort at McCormick Ranch
7700 East McCormick Parkway
Scottsdale, AZ 85258
(480) 991-9000

DATE AND TIME

Friday, October 11, 2019
8:30 a.m. – 3:45 p.m. Program
3:45 p.m. Cocktail Reception
(Registration and breakfast will begin at 7:30 a.m.)

COST

\$99.00
(Please contact Samantha Lee for complimentary
registration of the fourth attendee from the same
company.)

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

REGISTRATION

Register online at www.ogletree.com or contact Samantha Lee at
(602) 778-3700 or samantha.lee@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review.

**You're
Invited**

October 11, 2019



Featuring Our Special Lunch Speaker

**Wellness: A Good Prescription for BAD
(Burnout, Addiction, and Depression)**

Dennis A. Davis, Ph.D.
Director of Client Training, Ogletree Deakins

AGENDA

7:30 – 8:30 a.m. **BREAKFAST AND REGISTRATION**

8:30 – 8:45 a.m. **OPENING AND WELCOME**

To wake you up and give you a flavor for the day, we've asked our speakers from each of the breakout sessions to provide you with a quick glimpse of what you will learn from their sessions—all while on a shot clock. Rise and shine . . . it's decision time!

Presenters: Leah S. Freed and Joseph T. Clees

8:45 – 9:15 a.m. **HEADLINE NEWS: THE PERFECT START TO MANAGING A WORKFORCE IN 2020**

Employment law is dynamic and constantly evolving, with an increasing number of federal and state regulations and enhanced scrutiny of company policies. This presentation will review key developments in labor and employment law over the last year as well as new legislation and trends that may affect your workplace in 2020 and beyond. By anticipating the direction of the current regulatory and legislative agenda, you can take proactive steps to weather this enforcement storm.

Presenters: Leah S. Freed and Joseph T. Clees

9:15 – 10:00 a.m. **“THAT WAS EASY”—PERSPECTIVES FROM THE PLAINTIFFS' BAR**

Back by popular demand, this session will provide a close-up look at how successful plaintiffs' attorneys view workplace litigation. A panel of Phoenix plaintiffs' employment lawyers will provide useful insights into their practices, including how they assess cases, common employer mistakes that make cases more appealing, and steps employers can take to avoid becoming a target.

Moderator: Christopher J. Meister

Panelists: David C. Kresin, Robaina & Kresin PLLC
Michelle Matheson, Matheson & Matheson, PLC
James Weiler, Zoldan Law Group PLLC

10:00 – 10:45 a.m. **BEYOND BROKEN BONES: MENTAL HEALTH ISSUES UNDER THE ADA AND FMLA**

Just when you thought you had mastered complying with the various ADA and FMLA requirements for addressing physical impairments and injuries, you might now have to add employee mental health issues to the mix. Join us for a practical and informative session on how best to handle these sensitive situations when they arise in the workplace.

Presenters: L. Eric Dowell and Mark G. Kisicki

10:45 – 11:00 a.m. **BREAK AND ROOM CHANGE**

11:00 – 11:45 a.m. BREAKOUT SESSION SERIES ONE—CHOOSE ONE OF THE FOLLOWING:

APPLYING THE KONMARI METHOD TO YOUR HR POLICIES AND PRACTICES

Get ready to start 2020 with an organized approach to your employment policies and practices. This session will address steps employers should consider implementing based on the most recent developments in the law and best practices. With stories and examples of how you can employ effective policies to reduce the risk of lawsuits, limit potential liability, and avoid investigations and audits, this practical presentation will help you commit to tidying up.

Presenters: Rayna H. Jones and Caroline Larsen

NLRB UPDATE: SOME MOVEMENT AWAY FROM “STRANGER THINGS”

This session will focus on the current NLRB's recent efforts to reverse, redefine, and narrow the overreaching approach of the prior Board, including issues involving joint employment, workplace conduct policies, protected concerted activity, micro-units, independent contractor status, union organizing, and more. We will also discuss the topics that the current NLRB General Counsel is focusing on and where we might see additional changes in labor law.

Presenters: Elizabeth M. Soveranez and Mark G. Kisicki

FRIDAY, OCTOBER 11, 2019

11:45 a.m. – 1:15 p.m.



SPECIAL LUNCH PRESENTATION: WELLNESS: A GOOD PRESCRIPTION FOR BAD (BURNOUT, ADDICTION, AND DEPRESSION)

Burnout, addiction, depression, and related issues are widely impacting today's workplaces. The consequences of not appropriately addressing these issues can be far-reaching, from performance problems to workplace strife. People in high-stress positions, including those in the HR/legal departments, are often called upon to advise others on these issues—and may be susceptible themselves. Join popular speaker Dennis A. Davis, Ph.D., psychologist and Ogletree Deakins' Director of Client Training, for an engaging and upbeat presentation using real-world scenarios to help you handle unanticipated workplace challenges and reduce stress.

Presenter: Dennis A. Davis, Ph.D.

1:15 – 1:30 p.m.

BREAK AND ROOM CHANGE

1:30 – 2:15 p.m.

BREAKOUT SESSION SERIES TWO—CHOOSE ONE OF THE FOLLOWING:

ARTFUL INQUISITIONS: MASTERING INVESTIGATION INTERVIEWS

Employee interviews are critical to conducting an effective and thorough workplace investigation. Join us for an informative session, during which we will provide tips on preparing for investigation interviews, applying effective questioning techniques, and using emotional intelligence to elicit key information.

Presenters: Sonya Boun and Nicole A. Miller

“NOW WHAT?!” WHAT’S NEW IN CALIFORNIA EMPLOYMENT LAW

Every year brings new challenges for organizations doing business in California. Not surprisingly, 2020 will be no exception. This session will highlight the latest developments, with a special focus on the practical and proactive ways to manage the changes. We will also address key legislative developments, the most significant court rulings, new regulations, and much more.

Presenter: Betsy Johnson

2:15 – 2:30 p.m.

BREAK AND ROOM CHANGE

2:30 – 3:15 p.m.

IDENTIFYING AND ADDRESSING “BRO CULTURE” IN THE WORKPLACE

“Toxic masculinity” may be a trendy lightning rod and advertising hot spot, but certain behaviors and norms that have been stereotypically associated with masculinity are at times still rewarded, promoted, and modeled in the highest ranks of leadership. In some organizations, employees who do not align with the stereotype may be left behind, shunned, pigeonholed, or have their contributions go unrecognized. Though it may not pose a legal risk as direct evidence (or even indirect evidence) of discriminatory animus, we are nevertheless left asking: How can we move past reactive #MeToo scandals and create a more inclusive, productive, and successful workplace culture?

Presenter: Nonnie L. Shivers

3:15 – 3:45 p.m.

THE WACKY WORLD OF EMPLOYMENT LAW

We will end the program with a humorous look at some of the zaniest employment law developments of the past year. The entertainment value is high, and there are even some lessons to learn from these unusual cases!

Presenter: Joseph T. Clees

3:45 p.m.

COCKTAIL RECEPTION