

# MANAGING A WORKFORCE IN 2024

presented by  
**OGLETREE DEAKINS'  
MIAMI AND TAMPA  
OFFICES**

*You're Invited*

**October 19, 2023**

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



## **DATE AND TIME**

Thursday, October 19, 2023  
8:15 a.m. – 4:15 p.m.

(Registration, breakfast, and networking will begin at 7:30 a.m.)



## **LOCATION**

Shanna and Bryan Glazer JCC  
522 North Howard Avenue  
Tampa, FL 33606  
(813) 575-5900



## **COST**

\$179 per person

Multiple attendee discount: \$129 for the second and subsequent attendees from the same company



## **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Lisa Graham at (813) 221-7237 or [lisa.graham@ogletree.com](mailto:lisa.graham@ogletree.com).

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



# AGENDA

7:30 – 8:15 a.m. **REGISTRATION AND BREAKFAST**

8:15 – 8:30 a.m. **WELCOME AND INTRODUCTION**

*Presenters:* Karen M. Morinelli and Michael D. Mitchell

8:30 – 9:30 a.m. **EMPLOYMENT LAW HOT TOPICS FOR 2024**

This session is a fast-paced overview of the latest issues and laws that are keeping employers busy on the employment front and will set the stage for a great day of learning.

*Presenters:* Karen M. Morinelli and Michael D. Mitchell

9:30 – 9:40 a.m. **BREAK AND ROOM CHANGE**

9:40 – 10:55 a.m. **BREAKOUT SESSION SERIES ONE—CHOOSE FROM THE FOLLOWING:**

**REAL SOLUTIONS FOR MANAGING CLASS AND COLLECTIVE ACTION RISK**

Employers often feel blindsided when they are hit with class and collective action suits accusing them of not paying their employees as required by law. Things then can go from bad to worse when these same employers learn of small mistakes that lead to immense liability. Join this session to learn about some of these common mistakes and to discover practical solutions that will help manage the risks.

*Presenters:* Christopher M. Cascino and Charlotte C. Smith

**MANY GENERATIONS UNDER ONE ROOF: MULTIGENERATIONAL WORKFORCE**

Kids say the darndest things. But are the new generations of employees so different from the older (also referred to as wiser) ones—or are we all really the same? This session will explore the multifaceted age composition of the workplace, acknowledging the varying ways in which employees of different age ranges approach their jobs, and learning how we all have something positively different—but truly positive—to contribute. This discussion is sure to be a fun one for folks of all ages!

*Presenters:* William E. Grob and Gretchen M. Lehman

**(NLRB) PROOFING YOUR POLICIES**

Workplace policies, work rules, and employment agreements can create legal risk for employers—even those without organized workforces. The National Labor Relations Board (NLRB) is scrutinizing common workplace policies and practices that are often put in place simply to ensure smooth business operations and protect workplace culture. Join this session to understand how the NLRB is interpreting policy language and how to strengthen policies against those risks without sacrificing the needs and concerns of the business.

*Presenters:* Peter W. Zinober, Sarah G. Hock, and Lara J. Peppard

10:55 – 11:05 a.m. **BREAK AND ROOM CHANGE**

11:05 a.m. – 12:20 p.m. **BREAKOUT SESSION SERIES TWO—CHOOSE FROM THE FOLLOWING:**

**HIRING, EMPLOYING, AND FIRING FOREIGN NATIONALS**

This session will address the crossover between immigration and equal employment opportunity (EEO) laws, including real-life examples and best practices for protecting employers at all stages of employment. Companies working with foreign nationals often get tied up in the minutiae related to the immigration process, and sometimes forget that there are EEO issues that may turn a straightforward decision into a legal risk. The speakers will discuss those risks and tips for avoiding them.

*Presenters:* Caren S. Marlowe and Natalie L. McEwan

## **UNDERSTANDING THE MANY LAYERS OF A WORKPLACE INJURY: SPOILER ALERT—IT'S NOT JUST AN OSHA ISSUE!**

A work-related injury or illness may bring a host of statutes into play: state and federal workplace safety and health laws, the Family and Medical Leave Act, the Americans with Disabilities Act, state whistleblower laws, state workers' compensation laws, and more. This session will delve into a mock scenario of an employee's workplace injury and related safety complaint, drawing upon examples from real-life cases. The speakers will cover the myriad rights and obligations for both employers and employees under these statutes and highlight how a well-run investigation can help employers when defending claims or responding to government agencies.

*Presenters:* Dee Anna D. Hays and Lauren E. Lenhart

## **IS IT #TIMESUP ON #METOO?**

Six years ago, the #MeToo movement exploded with actress Alyssa Milano's tweet. Its effect has been a floodgate of awareness, activism, action, legislation, and litigation surrounding sexual harassment and discrimination. In this session, the speakers will review recent cases involving sexual harassment, discuss what conduct still catches the courts' attention as constituting harassment, and provide practical tips on policies and principles to implement in your workplace—particularly with the rise of hybrid and remote settings.

*Presenters:* Michael D. Mitchell and Beran Nar

12:20 – 12:30 p.m.

## **BREAK AND ROOM CHANGE**

12:30 – 1:45 p.m.

## **LUNCH WITH THE LAWYERS AND KEYNOTE PRESENTATION: INCLUSIVE LEADERSHIP IN DIVISIVE TIMES**

This presentation will provide some thoughts on what it takes to be an inclusive leader in today's political and social climate, including attacking the common barriers to inclusivity and 10 tips for a more inclusive workplace.

*Presenter:* Luther Wright, Jr.

1:45 – 2:00 p.m.

## **BREAK AND ROOM CHANGE**

2:00 – 3:15 p.m.

## **BREAKOUT SESSION SERIES THREE—CHOOSE FROM THE FOLLOWING:**

### **CHAT GPT, BIOMETRICS, AND AI? OH MY!**

Almost as soon as new artificial intelligence (AI) technologies like ChatGPT hit the scene, they raised new concerns for the workplace and employers. The U.S. Equal Employment Opportunity Commission has announced it will hold employers accountable for their use of AI in making employment decisions. Similarly, class action attorneys are seeking to extend state laws like Illinois's Biometric Information Privacy Act to companies' other uses of this groundbreaking technology. Join this session to learn about these issues along with practical tips to protect your "smart" workplace from the widening legal pitfalls.

*Presenters:* Karen M. Morinelli, John C. Getty, and Elizabeth T. Jozsi

### **RESTRICTIVE COVENANTS—TRENDS AND MULTISTATE ISSUES**

Drafting restrictive covenants (whether for incoming or outgoing employees) is a daunting task. Throw in other complicating factors—a cross-border context, a mixed or remote workplace, or other industry-specific interests—and your business could step right into a sticky situation in putting together these employee agreements. Join this session for a discussion of best practices and potential pitfalls to avoid in keeping your employee covenants in compliance.

*Presenters:* James M. Paul, Patrick F. Martin, and Stephanie C. Generotti

**EEOC CHARGES AND UNEMPLOYMENT COMPENSATION CLAIMS: PREPARING FOR AND HANDLING BOTH**

In this session, the speakers will discuss tips for drafting position statements and handling requests for information. The speakers will also address the importance of coordinating responses to charges and unemployment compensation claims to ensure consistency and effectiveness of responses.

*Presenters:* Sarah Smith Kuehnel and Ashley N. Donnell

3:15 – 3:30 p.m.

**BREAK AND ROOM CHANGE**

3:30 – 4:00 p.m.

**PARDON THE INTERRUPTION—FLORIDA STYLE!**

We know you can't attend all the sessions. We have asked our attorneys to provide highlights and key takeaways from each of the sessions—all while on a shot clock. This session will be fast-paced, fun, and interesting!

4:00 – 4:15 p.m.

**CLOSING REMARKS AND GRAND PRIZE DRAWING, FOLLOWED BY COCKTAIL RECEPTION**