

# MANAGING A WORKFORCE IN 2024

presented by  
**OGLETREE DEAKINS'  
KANSAS CITY  
OFFICE**

*You're Invited*

**October 13, 2023**

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



## **DATE AND TIME**

Friday, October 13, 2023

8:30 a.m. – 4:00 p.m.

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



## **LOCATION**

Embassy Suites by Hilton Kansas City Plaza

220 West 43rd Street

Kansas City, MO 64111

(816) 756-1720



## **COST**

Complimentary



## **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact

Debbie Dixon at (816) 410-2239 or

[debbie.dixon@ogletree.com](mailto:debbie.dixon@ogletree.com).

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



# AGENDA

- 7:30 – 8:25 a.m.      **REGISTRATION AND BREAKFAST**
- 8:25 – 8:30 a.m.      **OPENING REMARKS**  
*Moderator:*    Stacy M. Bunck
- 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 Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and pregnancy discrimination laws at both the state and federal level. The scenarios will highlight lessons learned from recent court decisions and regulatory guidance from the U.S. Equal Employment Opportunity Commission (EEOC), as well as issues and decisions on the horizon.  
*Presenter:*    Kerri S. Reisdorff
- 9:15 – 10:15 a.m.      **REDUCING RISK (AND STRESS) DURING A CORPORATE REORGANIZATION**  
Conducting a corporate reorganization is always stressful and causes risk. This session will focus on ways to reduce such stress and risk by: 1) analyzing options for a voluntary or involuntary reorganization; 2) proper and thoughtful planning; 3) preparing effective separation agreements; 4) maintaining the attorney-client privilege; and 5) avoiding gotchas (or mistakes). The best mistakes to learn from are those of others.  
*Presenter:*    Trina R. Ricketts
- 10:15 – 10:30 a.m.      **BREAK**
- 10:30 – 11:15 a.m.      **RECORDINGS IN THE WORKPLACE**  
More and more employees secretly record workplace conversations with and among co-workers and managers. These recordings often later come into play in litigation. This session will review when such recordings are lawful and when they are not, the applicability of the Federal Wiretap Act, and an employer’s rights and risks when enforcing “no-recording” policies or disciplining employees for making secret recordings. The speakers will also discuss strategies to deal with secret recordings that first come to light in litigation.  
*Presenters:*    Michael L. Matula and Colin Finnegan
- 11:15 – 11:45 a.m.      **MARIJUANA 101: WHAT EMPLOYERS NEED TO KNOW ABOUT MEDICAL AND RECREATIONAL MARIJUANA IN MISSOURI**  
Following amendments to Missouri’s constitution legalizing medical and recreational marijuana, many employers are still adapting to the new landscape. This session will focus on dispelling common misconceptions and clarifying employers’ rights and obligations under current law.  
*Presenter:*    Daniel Patrick Johnson
- 11:45 a.m. – Noon      **BREAK**

Noon – 1:30 p.m.

**LUNCH AND SPECIAL PRESENTATION: DON'T LET CONFLICT BECOME COMBAT**

Conflict, resulting from varying pressures, needs, and misunderstandings, exists in all workplaces, and is not necessarily dangerous. However, poorly managed or unmanaged conflict contributes to absenteeism, attrition, and even violence. This special presentation will focus on best practices to manage conflict before it results in employee turnover or violence in the workplace.

*Presenter:* Dennis A. Davis, Ph.D.

1:30 – 2:15 p.m.

**BLURRED LINES: A CONVERSATION ON QUESTIONABLE COMMENTS AND BEHAVIORS IN THE WORKPLACE**

Controversial statements or questionable behaviors at work can turn into more than just a tricky interoffice tiff. From comments about a person's hair to issues with employees working from home, this session will explore various scenarios to provide tips on how to avoid a potential hostile work environment or discrimination claim on the front end, as well as how to address these complicated circumstances when they do arise.

*Presenters:* Andrew C. Birkinsha and Jessica L. Barranco

2:15 – 2:30 p.m.

**BREAK**

2:30 – 3:15 p.m.

**STRATEGIES FOR RESPONDING TO BOTH EEOC CHARGES AND UNEMPLOYMENT CLAIMS**

This session will cover the best practices for responding to unemployment claims and EEOC complaints, including specific tips on how these processes often work together and how to avoid creating legal liability during these administrative proceedings.

*Presenters:* Walter M. Brown and Jordan Kurdi

3:15 – 4:00 p.m.

**THE EVER-CHANGING ARENA OF INDEPENDENT CONTRACTOR CLASSIFICATION**

This session will cover common issues encountered by employers related to classification (or misclassification) of workers as independent contractors, the various tests used in determining whether workers are properly classified, best practices and potential pitfalls related to the use of independent contractors, and recent legal developments related to whether workers are properly classified as independent contractors versus employees.

*Presenters:* Justin M. Dean and Brodie W. Herrman

4:00 p.m.

**Q&A SESSION**