

MANAGING A WORKFORCE IN 2024

presented by
**OGLETREE DEAKINS'
MORRISTOWN
OFFICE**

You're Invited

March 21, 2024

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



DATE AND TIME

Thursday, March 21, 2024
8:00 a.m. – 1:30 p.m.

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



LOCATION

The Westin Governor Morris, Morristown
2 Whippany Road
Morristown, NJ 07960
(973) 539-7300



COST

Complimentary for firm clients
\$99 per person for all others

(Registration cost includes breakfast, lunch with speakers, and program materials.)



REGISTRATION

Register online at www.ogletree.com or contact Jill Glassman at
(973) 630-2315 or
jill.glassman@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review. We are also applying for New Jersey and New York CLE credit. If you need financial aid to attend this webinar, please click [here](#). For New York bar members, this program qualifies for newly admitted and experienced attorneys.



AGENDA

7:30 – 8:00 a.m. **REGISTRATION AND CONTINENTAL BREAKFAST**

8:00 – 8:10 a.m. **WELCOME**

8:10 – 8:50 a.m. **NONCOMPETES—A 2024 UPDATE**

Restrictive covenants, including noncompetes, are a helpful tool in protecting your company's confidential business information and customer and employee relationships. While some states have outlawed or significantly limited restrictive covenants and the federal government has attempted to change the law relating to noncompetes, New Jersey courts continue to enforce such agreements under the proper circumstances. In this session, the speakers will discuss the standards governing noncompetes in New Jersey, as well as some of the attempts on the horizon to legislate around these standards. The speakers will also provide practical tips on the factors employers may want to consider when deciding whether to enforce a noncompete and best practices to follow with new employees to avoid lawsuits by their former employers.

Presenters: Carmen J. DiMaria and Justine L. Abrams

8:50 – 9:30 a.m. **KEY PAYROLL TAX ISSUES FOR 2024**

Payroll tax issues are a reality for every employer as paying employees and offering new and exciting benefits is paramount to remain competitive in the race to attract and retain top talent. However, too often businesses offer perks without comprehending the payroll tax implications, which may lead to significant exposure for taxes, penalties, and interest. Every employer must make payroll tax decisions at some point and understanding the common pitfalls related to the new ways of working and fringe benefits enables informed business decision-making. This session will focus on hot topics in payroll tax, including remote work, on-demand pay, and fringe benefits such as points-based awards programs and vehicles.

Presenter: Michael K. Mahoney

9:30 – 9:45 a.m. **BREAK**

9:45 – 10:20 a.m. **IMMIGRATION COMPLIANCE AND TRENDS IN 2024**

With a number of recent immigration updates, this session will highlight expected trends, as well as address developments in the Form I-9 process. The speakers will also discuss the proper inquiries necessary to evaluate potential candidates who require immigration sponsorship, and will review the required compliance steps to take during the recruiting process.

Presenters: Matthew S. Groban, Nicole Fink, and Rebekah Kim

10:20 – 11:05 a.m. **UNDERSTANDING THE NEW JERSEY TEMPORARY WORKERS BILL OF RIGHTS**

In 2023, New Jersey forever altered the temporary worker landscape in the Garden State by enacting the Temporary Workers Bill of Rights. While there was hope the law might be paused by a federal lawsuit seeking a preliminary injunction, on July 26, 2023, the court denied the injunction, leaving employers and the temporary agencies they use scrambling to comply with the act's onerous obligations by the full enactment date of August 5, 2023. In this session, the speakers will demystify the requirements placed on employers and temporary agencies by the new law and its proposed regulations. They will also provide practical tips on how to comply with the act, including suggested strategies for potentially limiting the application of the act to the workplace.

Presenters: Leslie A. Lajewski and Michael J. Westwood-Booth

11:05 – 11:20 a.m. **BREAK**

11:20 a.m. – Noon

NEW JERSEY EMPLOYMENT LAW UPDATES FOR 2024

Following New Jersey's major overhaul of the state's mini-WARN law and the enactment of a first-of-its-kind Temporary Workers Bill of Rights in 2023, a bevy of new employment-related legislation is currently making its way through the New Jersey Legislature and may become law in 2024. These pending bills include proposals to expand the state's Family Leave Act, require the posting of advertised promotional opportunities, prohibit height and weight discrimination, and regulate the use of AI-driven decision tools during the hiring process. In this session, the speakers will discuss these developments and other hot topics in New Jersey employment law, while providing compliance tips in this rapidly changing landscape.

Presenters: Michael J. Riccobono and Noel A. Lesica

Noon – 12:30 p.m.

WORKING FROM HOME AS AN ADA ACCOMMODATION

With remote work on the rise, under what circumstances is a request to work from home a reasonable accommodation under the Americans with Disabilities Act (ADA)? This session will highlight common issues that arise when presented with an employee's request to work from home. The speakers will also outline a roadmap for conducting a careful and thoughtful evaluation of a request to work from home in the ADA context.

Presenters: Jocelyn A. Merced and Cynthia M. Vera

12:30 – 1:30 p.m.

KEYNOTE LUNCH PRESENTATION

MAKING "DIFFICULT COMMUNICATIONS" LESS DIFFICULT: BEST PRACTICES FOR SUCCESS

Join our popular speaker, trainer, and shareholder, Luther Wright, Jr., as he examines the five barriers to healthy communications, provides strategies for addressing each, and identifies the most common communication mistakes employers make. In this special presentation, he will also provide tips for individuals to become better communicators (including the three keys to effective communication), and explore techniques to de-escalate difficult people and difficult situations.

Presenter: Luther Wright, Jr.