

MANAGING A WORKFORCE IN 2024

presented by
OGLETREE DEAKINS'
PHOENIX
OFFICE

YOU'RE INVITED

September 15, 2023

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



DATE AND TIME

Friday, September 15, 2023
9:30 a.m. – 4:00 p.m. Program
4:00 p.m. – 6:00 p.m. Reception
(Registration will begin at 9:00 a.m.)



LOCATION

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



COST

\$149.00
(Includes registration, program materials, lunch, and reception immediately following the program)



REGISTRATION

Register online at www.ogletree.com or contact Maria Ramirez at (602) 778-3734 or maria.ramirez@ogletree.com.

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



AGENDA

- 9:00 – 9:30 a.m. **REGISTRATION**
- 9:30 – 9:45 a.m. **WELCOME AND OPENING REMARKS**
Presenter: Christopher J. Meister
- 9:45 – 10:30 a.m. **REMOTE BUT NOT REMOVED: KEEPING WORKERS ENGAGED AND PRODUCTIVE**
This session will discuss best practices for enhancing and maintaining an inclusive, engaged, and productive hybrid workplace. Topics will include how to frame the discussion, boost your team's productivity, provide flexibility, create meaningful connectivity, and develop your employees in a hybrid workplace. The speakers will also provide strategies and tips for overcoming the obstacles presented by a hybrid workplace.
Presenters: Nonnie L. Shivers and Christopher J. Meister
- 10:30 – 11:00 a.m. **EMPLOYEE DISCIPLINE: NAVIGATING THORNY ISSUES**
These days, it seems like most employee discipline situations involve challenging issues and legal risks. In this interactive session, the speakers will walk you through several particularly thorny scenarios and provide practical tips to help you effectively manage your employees while minimizing the risk of lawsuits and financial exposure.
Presenters: Mark G. Kisicki and Gregg J. Tucek
- 11:00 – 11:15 a.m. **BREAK**
- 11:15 – 11:45 a.m. **ARIZONA PAID SICK LEAVE: BEYOND THE BASICS**
This session will highlight the major compliance challenges for Arizona employers in implementing the state's paid sick leave law. The speakers will discuss tips for navigating paid sick leave issues, and provide insights into the Industrial Commission of Arizona's investigation of potential violations of the law and recent enforcement activities.
Presenters: Leah S. Freed and L. Eric Dowell
- 11:45 a.m. – 12:15 p.m. **STRATEGIES TO MINIMIZE WAGE AND HOUR CLASS ACTION RISK**
Class, collective, and representative action litigation is on the rise. Settlement values are at an all-time high, and plaintiffs' attorneys are utilizing a variety of tricks and traps for the unwary employer. Hear about strategies to best prepare your company to minimize risk from class, collective, or representative action litigation, including arbitration programs, classification audits, timekeeping compliance, severance agreements, and more.
Presenters: Tracy A. Miller, D. Trey Lynn, and Andrew B. Levin
- 12:15 – 1:15 p.m. **NETWORKING LUNCH**
- 1:15 – 2:00 p.m. **(NLRB) PROOFING YOUR POLICIES AND HANDBOOKS**
For the last five years, employers have taken comfort in knowing that their handbooks and work rules would be viewed through the lens of reasonableness. Unfortunately, those days appear behind us and the National Labor Relations Board's (NLRB) general counsel is attacking handbook provisions and work rules that "could" potentially interfere with, restrain, or coerce employees in the exercise of their Section 7 rights. In this session, the speakers will address common language found in employee handbooks and offer suggestions on how to mitigate against potential scrutiny under the National Labor Relations Act.
Presenters: Thomas M. Stanek and Elizabeth M. Soveranez

2:00 – 2:30 p.m.

TOP 10 STEPS YOU CAN TAKE TODAY TO AVOID AN OSHA CITATION

With everything employers have on their plates, preparing for an Occupational Safety and Health Administration (OSHA) inspection is often a task that gets pushed to the back burner until the inspector is knocking at the door. This session will outline 10 practical steps that employers can take right away to avoid being cited by OSHA in the event of an inspection.

Presenter: Michael Rubin

2:30 – 2:45 p.m.

BREAK

2:45 – 3:30 p.m.

PARDON THE INTERRUPTION: BREAKING NEWS AND DECISIONS

This session will ensure you are up to speed on recent employment law developments. The speakers will provide helpful five-minute overviews that will help your organization navigate what lies ahead.

3:30 – 4:00 p.m.

THE WACKY WORLD OF EMPLOYMENT LAW

Back once again by popular demand is our always humorous—and insightful—look at some of the zaniest employment law developments from the past year. Learn while laughing—or just shaking your head—at some truly bizarre cases!

Presenter: Joseph T. Clees

4:00 p.m.

CLOSING REMARKS

Presenter: Joseph T. Clees

4:00 – 6:00 p.m.

RECEPTION

