

You're Invited

Ogletree Deakins

MANAGING A WORKFORCE IN 2025



October 30-31, 2024

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

presented by Ogletree Deakins'

MILWAUKEE OFFICE



LOCATION

The American Club
419 Highland Drive
Kohler, WI 53044
(920) 457-8000



DATE AND TIME

Wednesday, October 30, 2024
8:30 a.m. – 5:00 p.m. Program
5:30 p.m. – 7:00 p.m. Cocktail reception
(Registration and breakfast will begin at 7:45 a.m.)

Thursday, October 31, 2024
9:00 a.m. – 11:30 a.m. Program
(Breakfast will begin at 8:30 a.m.)



COST

\$199 per person
(A networking reception, breakfast, lunch, and program materials are included.)



REGISTRATION

Register online at www.ogletree.com or contact Ohyun Kwon at (414) 755-7827 or MILEvents@ogletree.com.

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

HOTEL RESERVATIONS

Hotel reservations can be made by calling The American Club's reservations department at (844) 297-0174. Please reference the Ogletree Deakins client event room block and reservation number 539396 to receive the special room rate of \$249 per night. This rate will be available through September 29, 2024. Note that the room block is limited and a credit card is required to guarantee each reservation.

KEYNOTE PRESENTATION

SHIFT: Move From Frustrated to Fulfilled

Derek Deprey, *Author, Speaker, and Leadership Facilitator and Coach*

AGENDA

WEDNESDAY, OCTOBER 30, 2024

7:45 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 9:00 a.m.

HEADLINE NEWS

There has been no shortage of workplace news over the last year. Join us for a quick spin around some of the latest labor and employment law developments and learn how they might impact your organization.

Presenter: Keith E. Kopplin

9:00 – 9:40 a.m.

THE PWFA AFTER ONE YEAR: WHAT DO EMPLOYERS NEED TO KNOW?

With the June 2023 passing of the Pregnant Workers Fairness Act (PWFA) and the regulations that followed, Congress and the U.S. Equal Employment Opportunity Commission (EEOC) have emphasized the critical importance of developing, implementing, and applying compliant approaches to pregnancy, childbirth, and related accommodation needs. The regulations issued by the EEOC expand employers' obligations under the statute. This session will examine these obligations and explore strategies for compliance.

Presenters: Christine Bestor Townsend and Iseah Hurtado

9:40 – 9:50 a.m.

PICK ME! BREAKOUT SESSION SPEED DATING

In this fast-paced segment, our breakout session speakers will have two minutes to convince you to attend their session by providing you with a substantive synopsis of key employment law issues and developments.

9:50 – 10:05 a.m.

BREAK AND SIGN-UP FOR AFTERNOON BREAKOUT SESSIONS

10:05 – 10:55 a.m.

UPDATING YOUR PLAYBOOK: WHAT EMPLOYERS SHOULD DO NOW WITH THE EEOC'S UPDATED HARASSMENT GUIDANCE

On April 29, 2024, the EEOC issued detailed guidance on harassment in the workplace for the first time in 25 years and retired five outdated guidance documents. The EEOC's new guidance contains 70 examples illustrating unlawful workplace harassment situations—whether in the office or in the ever-growing virtual workplace. On the heels of its new general guidance, the EEOC also released guidance specific to preventing harassment at construction worksites, which contain lessons for all employers as well. In this session, the speakers will detail everything employers need to know about the new guidance and how to maximize effective anti-harassment training, compliant policies and processes, and thorough investigations based on the EEOC's roadmap.

Presenters: Nonnie L. Shivers and Fefe Jaber

10:55 – 11:45 a.m.

QUIRKY MULTISTATE COMPLIANCE SAMPLER

Get ready to fill your compliance bucket with all the right treats during this session on multistate compliance! As you navigate the neighborhood of different state regulations, will you land a Payday or end up in a sticky Sour Patch situation? Join this session to sample some tricks and treats in the multistate candy bag: Twix-ed-up state wage and hour laws, Snickers-worthy laws for non-compete and separation agreements, and Butterfinger moments in state drug testing compliance. The speakers will help you unwrap the compliance rules from coast to coast, ensuring you don't end up with a Jawbreaker or some other Whatchamacallit. They will provide 100 Grand worth of practical tips and strategies to improve your policies and practices in this spooky landscape. Don't get tricked into non-compliance!

Presenters: David J.B. Froiland, Mark A. Johnson, Keith E. Kopplin, Katlyn Q. McGarry, Kristi S. Nelson Foy, Brian M. Radloff, Nonnie L. Shivers, and Corey J. Triggs

11:45 a.m. – 12:15 p.m.

LUNCH

12:15 – 1:30 p.m.

KEYNOTE PRESENTATION

SHIFT: MOVE FROM FRUSTRATED TO FULFILLED

Every day, we move in one direction or another. We are free to choose from endless possibilities. Only you can choose the direction for the rest of your life. Whether you are a seasoned executive, emerging leader, stay-at-home parent, or college student, frustration is inevitable. Now is the time for you to SHIFT from “I’m so busy and stressed” to “I’m living my ideal life right now.” In this presentation, Derek will teach you a five-gear process that you can apply in your personal and professional lives. Each gear will uniquely move you from frustrated to fulfilled. Through powerful questions and compelling exercises, you will discover how to make today the day you are inspired to change. It’s your next move!

Presenter: Derek Deprey, *Author, Speaker, and Leadership Facilitator and Coach*

1:30 – 1:45 p.m.

BREAK

1:45 – 2:30 p.m.

BREAKOUT SESSION SERIES ONE—CHOOSE BETWEEN THE FOLLOWING:

INSIDE THE EQUAL RIGHTS DIVISION: HOW IT (REALLY) WORKS

From intake and investigations to hearings and appeals, this session will provide invaluable insight into the Equal Rights Division (ERD), the administrative agency tasked with enforcing Wisconsin’s anti-discrimination, wage and hour, and other civil rights laws. The speakers will explore the life cycle of an ERD complaint, how to think like an investigator, tips and tricks for cost-effective resolution, and more.

Presenters: Suzanne M. Watson and Corey J. Triggs

PAY TRANSPARENCY AND PRESIDENTIAL POLITICS: WHAT TO EXPECT IN 2025

States continue to jump on the pay transparency bandwagon, with another 10 bills currently moving through the legislative process. The EEOC has also indicated that it will issue a new proposed rule in January, reinstating pay data collection in the EEO-1 process. The outcome of the upcoming presidential election will likely impact whether the proposed rule moves forward. In this session, the speakers will discuss best practices for pay transparency compliance at both the state and federal levels, provide tips for avoiding pay equity lawsuits, and share predictions for the future of pay transparency in 2025.

Presenters: Kristi S. Nelson Foy and Katlyn Q. McGarry

2:30 – 2:45 p.m.

BREAK

2:45 – 3:30 p.m.

BREAKOUT SESSION SERIES TWO—CHOOSE BETWEEN THE FOLLOWING:

PEACE AND PROSPERITY: MANAGING RISKS OF WORKPLACE VIOLENCE AS A BUSINESS STRATEGY

Violence in our country continues and too often intrudes into the workplace. This session will provide an update on the legal developments impacting employers’ responsibilities and liability risks. The speakers will also review some best practices for employers to consider in their proactive efforts to keep their workplace safe.

Presenters: Bernard J. Bobber and Dean F. Kelley

THE TILTED PLAYING FIELD: GAME-CHANGING DEVELOPMENTS UNDER PRESIDENT BIDEN’S

LABOR BOARD

The National Labor Relations Board continues to make major headlines for both union and non-union employers. Head-turning case law decisions have expanded legal landmines for non-union employers, while new rules and procedures have made it easier than ever for unions to organize employees. As a result, there have been sustained increases in filing activity and elections. This session will cover the latest developments in labor law and how they are impacting union tactics and successful employer strategies.

Presenters: Jesse R. Dill and Timothy C. Kamin

3:30 – 3:45 p.m.

BREAK AND RETURN TO GENERAL SESSION

3:45 – 4:30 p.m.

WACKY WORLD OF EMPLOYMENT LAW

Join us as we take a humorous look at some of the zaniest employment law developments of the past year. The entertainment value is high, with some lessons to learn from these bizarre cases!

Presenters: David J.B. Froiland and Timothy C. Kamin

4:30 – 5:00 p.m.

BENCHMARKING, WRAP-UP, AND PRIZES

5:00 – 5:30 p.m.

BREAK

5:30 – 7:00 p.m.

COCKTAIL AND HORS D'OEUVRES RECEPTION

THURSDAY, OCTOBER 31, 2024

8:30 – 9:00 a.m.

BREAKFAST

9:00 – 9:45 a.m.

GETTING TO THE TRUTH AND A CONCLUSION IN WORKPLACE INVESTIGATIONS

Investigations in response to workplace issues can be complicated and confusing. Determining what really happened can be daunting. And coming to a conclusion with confidence at the end of an investigation, therefore, can be difficult. The quality and integrity of an investigation can control the results of the investigation and can either support or undermine your legal position after the investigation. This session will cover conducting effective investigations, including determining what occurred, dealing with complications, drawing conclusions with confidence, and taking appropriate action in response.

Presenters: Eric E. Hobbs and Mark A. Johnson

9:45 – 10:00 a.m.

BREAK

10:00 – 10:45 a.m.

HOW SCOTUS RULINGS ARE SHAKING UP YOUR WORKPLACE

This discussion will focus on recent and upcoming decisions at the Supreme Court of the United States (SCOTUS) and their impact on labor and employment policies and practices.

Presenters: Brian M. Radloff, Mercedes M. de la Rosa, and Christine Bestor Townsend

10:45 – 11:30 a.m.

AROUND THE HORN—OD STYLE

In this fast-paced session, three panelists will compete for top honors by giving their perspective on a variety of challenges facing employers today. Watch as the moderator asks questions, awards (and deducts) points, and ultimately declares a winner.

Moderator: Jesse R. Dill

Speakers: Lisa Kass, *Manager, People Services & Associate General Counsel, ATC*
Ryan Parsons, *Assistant General Counsel, Commercial, Labor and Employment, Kohler Co.*
Graeme Rattray, *Associate General Counsel, Chief Labor & Employment Counsel, Oshkosh Corporation*