

# You're Invited

## Ogletree Deakins

# MANAGING A WORKFORCE IN 2026



## October 17, 2025

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

presented by Ogletree Deakins'

## KANSAS CITY OFFICE



### LOCATION

DoubleTree by Hilton Hotel Kansas City-Overland Park  
10100 College Boulevard  
Overland Park, KS 66210  
(913) 451-6100



### DATE AND TIME

Friday, October 17, 2025  
8:25 a.m. – 4:00 p.m.  
(Registration and breakfast will begin at 7:30 a.m.)



### 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 will submit this program to the HR Certification Institute and SHRM for review. We are also applying for CLE credit in Kansas, Missouri, and Nebraska.

# AGENDA

7:30 – 8:25 a.m.

## REGISTRATION AND BREAKFAST

8:25 – 8:30 a.m.

## OPENING REMARKS

*Moderator:* Jacque M. Duvall

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 the Pregnant Workers Fairness Act (PWFA). The scenarios will highlight lessons learned from recent court decisions and regulatory guidance from the U.S. Equal Employment Opportunity Commission, as well as issues and decisions on the horizon.

*Presenter:* Kerri S. Reisdorff

9:15 – 10:15 a.m.

## DISCIPLINING EMPLOYEES WHO HAVE FILED COMPLAINTS: WITHOUT INVITING RETALIATION CLAIMS

When an employee files a complaint or charge of discrimination or harassment, it can leave employers feeling like their hands are tied—or worried that any disciplinary action might be seen as retaliation. But filing a complaint does not make the employee infallible. In this session, the speaker will provide clear and actionable strategies for addressing legitimate performance and conduct issues while minimizing legal risks. Learn how to help managers document effectively, handle tough conversations, and protect the organization.

*Presenter:* Stacy M. Bunck

10:15 – 10:30 a.m.

## BREAK

10:30 – 11:15 a.m.

## LEARNING FROM OTHERS' MISTAKES: A PRACTICAL PRIMER IN PREVENTING AND WINNING EMPLOYMENT CLAIMS

This session will cover practical, specific “life in the trenches” lessons on: (1) Improving internal investigations; (2) avoiding common problems in disciplining and discharging employees; (3) firing without fear of litigation; (4) retaliation considerations; and (5) “grab bag” topics.

*Presenter:* Michael L. Matula

11:15 – 11:45 a.m.

## WHEN GOOD CASES GO BAD—TOP HR MISTAKES LEADING TO BIG JURY VERDICTS

Everyday mistakes can sometimes turn into millions of dollars in liability, resulting in significant or even devastating impacts on organizations. This session will cover top jury hits and why employers lost. Learn about real-life cases where HR mistakes resulted in highly problematic cases—and learn how to avoid the same mistakes in your workplace.

*Presenters:* Heather R. Hamilton and Emma E. Robertson

11:45 a.m. – Noon

## BREAK

Noon – 12:30 p.m.

## LUNCH

12:30 – 1:30 p.m.

**SPECIAL PRESENTATION: DEI DEVELOPMENTS—WHAT EVERY EMPLOYER NEEDS TO KNOW**

Enormous changes and uncertainty continue to emerge in the polarized landscape of diversity, equity, and inclusion (DEI). This engaging session will cover the DEI developments impacting all employers, including evolving legal frameworks, enforcement priorities, actions by federal and state government agencies, and emerging trends. Learn strategic and practical insights as well as benchmarking information to help manage risk and opportunities in today's seismically changing environment.

*Presenter:* Nonnie L. Shivers

1:30 – 2:15 p.m.

**HANDBOOKS: STAYING AHEAD OF TRENDS AND MITIGATING EMPLOYER LIABILITY**

In this session, participants will learn about common issues related to employee handbooks, how these issues can be used against employers in litigation, and how to draft policies that mitigate risk. This session will also explore current trends in handbooks and provide practical takeaways to help you craft effective handbook provisions.

*Presenter:* Trevor M. Bond

2:15 – 2:30 p.m.

**BREAK**

2:30 – 3:15 p.m.

**PAY EQUITY AND TRANSPARENCY: IS THAT STILL A THING?**

This session will discuss in detail how to conduct a pay equity audit and safely implement the findings in an environment of regulatory scrutiny surrounding DEI.

*Presenter:* Chris R. Pace

3:15 – 4:00 p.m.

**DON'T SWEAT THE INSPECT: TACKLING OSHA FEARS HEAD-ON**

This practical session will demystify Occupational Health and Safety Administration (OSHA) inspections and turn common employer concerns into actionable strategies.

*Presenter:* Jacque M. Duvall

4:00 p.m.

**Q&A SESSION**