

You're Invited

Ogletree Deakins

MANAGING A WORKFORCE IN 2026



August 22, 2025

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

presented by Ogletree Deakins'

PHOENIX OFFICE

Space is limited, and we expect to sell out again this year. Please register early to secure your seat!



LOCATION

Grand Hyatt Scottsdale Resort
7500 East Doubletree Ranch Road
Scottsdale, AZ 85258
(480) 444-1234



DATE AND TIME

Friday, August 22, 2025
8:15 a.m. – 8:45 a.m. Early bird session
8:50 a.m. – 4:30 p.m. Program
4:30 p.m. – 6:00 p.m. Cocktail reception
(Registration and breakfast will begin at 8:00 a.m.)



COST

\$199.00
Multiple attendee discount: Four attendees for the price of three
(Includes program materials, breakfast, lunch, and cocktail reception)



REGISTRATION

Register online at www.ogletree.com or contact Cheyenne Camarena at (602) 778-3738 or cheyenne.camarena@ogletree.com.

We will submit this program to the HR Certification Institute and SHRM for review. CLE credit will be available.

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AGENDA

8:00 – 8:45 a.m.

REGISTRATION AND BREAKFAST

8:15 – 8:45 a.m.

EARLY BIRD SESSION: STAYING AHEAD OF THE CALIFORNIA CURVE

As we near the end of 2025 and prepare for 2026, California employers will face new challenges and obstacles. This session will cover the latest legislative updates and key employment cases from the “Golden State.” Topics will include discrimination, whistleblower protections, paid time off, workplace violence, and privacy laws.

Speakers: Andrew B. Levin and Mitchell A. Wrosch

8:50 – 9:00 a.m.

WELCOME, OVERVIEW, AND INTRODUCTIONS

Speaker: Nonnie L. Shivers

9:00 – 9:30 a.m.

THE AI-POWERED WORKPLACE OF TODAY AND TOMORROW

Explore how advanced artificial intelligence (AI) tools are reshaping roles and operations. Learn how HR and in-house legal teams can adapt by upskilling employees, integrating AI responsibly, and implementing effective governance strategies to promote a fair and future-ready workplace.

Speakers: Sarah M. Humble and Thomas M. Stanek

9:30 – 10:00 a.m.

DEI UNDER SCRUTINY: ADAPTING TO INCREASED OVERSIGHT AND POLICY CHANGES

Diversity, equity, and inclusion (DEI) programs and initiatives continue to face unprecedented scrutiny. Employers should prepare for increased DEI oversight and initiatives from both the White House and Congress. Join this session for valuable insights on how employers, including federal contractors, can prepare for and adapt to anticipated changes in DEI.

Speaker: Nonnie L. Shivers

10:00 – 10:30 a.m.

THE EEOC'S UPDATED HARASSMENT GUIDANCE—WHY IT STILL MATTERS

Last year, the U.S. Equal Employment Opportunity Commission (EEOC) issued updated guidance on workplace harassment. What do employers need to know, and what might we expect under the new administration? In this session, the speaker will share key insights, best practices, and enhanced obligations for employers to effectively prevent and address harassment in the workplace.

Speaker: Leah S. Freed

10:30 – 10:45 a.m.

BREAK

10:45 – 11:15 a.m.

NLRB UPDATE—WHAT TO EXPECT FOR THE REMAINDER OF 2025 AND BEYOND

During the previous administration, the National Labor Relations Board (NLRB) overruled significant precedent and created new rules that largely favored labor unions. The change in administration now provides an opportunity to appoint a new general counsel and new Board members. What changes can we expect from these new leaders at the NLRB? How quickly will these changes occur? What impact will they have on employers? Join us for a timely session to address these questions and more.

Speaker: Christopher J. Meister

11:15 – 11:45 a.m.

IMMIGRATION COMPLIANCE: IMPACT OF EXECUTIVE ORDERS ON EMPLOYERS

With promises of mass deportation and extreme border controls, immigration policy has undergone significant changes in 2025. But what will these changes mean for employers in 2026? Join this session for an update on immigration policy changes, I-9 enforcement, investigations into employer practices, and more.

Speaker: Marissa E. Cwik

11:45 a.m. – 1:00 p.m.

NETWORKING LUNCH

1:00 – 1:30 p.m.

INVESTIGATION INSIGHTS: TOP EMERGING TRENDS AND KEY ISSUES

In recent years, the landscape of workplace complaints and investigations has evolved significantly alongside the changing work environment. This session will delve into top trends and key issues related to employee misconduct investigations.

Speakers: L. Eric Dowell and Elizabeth M. Soveranez

1:30 – 2:00 p.m.

HOW TO HANDLE UNEXPECTED “VISITS” BY OSHA, USCIS, AND OTHER ADMINISTRATIVE AGENCIES: BEST PRACTICES AND PITFALLS

In today’s regulatory environment, employers must be prepared for unannounced inspections by a variety of administrative agencies. These surprise “visits” can be daunting, but with the right preparation and knowledge, companies can navigate them effectively and minimize potential risks.

Speakers: Michael Rubin and Marissa E. Cwik

2:00 – 2:30 p.m.

WHEN GOOD INTENTIONS GO BAD AND 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. Learn about real-life cases where HR mistakes resulted in highly problematic cases—and learn how to avoid making the same mistakes in your workplace.

Speakers: Tracy A. Miller and Ricardo R. Bours

2:30 – 2:45 p.m.

BREAK

2:45 – 3:15 p.m.

BEWARE OF THE “MAGIC MUSHROOM”: LEGAL UPDATES ON EMPLOYEE DRUG TESTING

The decriminalization of psilocybin use has created an urgent need for employers to update their drug-testing policies to remain legally compliant—and more changes are on the way. This session will cover current developments, emerging trends, and best practices to help employers avoid becoming “dazed and confused” in this ever-evolving legal landscape.

Speaker: J. Alexander Dattilo

3:15 – 3:45 p.m.

PARDON THE INTERRUPTION—MAW STYLE!

Join us for an engaging and dynamic session that will keep you on the edge of your seat! In this fast-paced, informative, and fun session, our talented associates will cover additional relevant and pressing topics—all while racing against a countdown timer.

Speakers: Ogletree’s Rising Stars!
(The Phoenix Associates)

3:45 – 4:15 p.m.

WACKY CASES! (THE 2025 EDITION)

Back yet again is our always popular and humorous—and (somewhat) 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.

Speaker: Joseph T. Clees

4:15 – 4:30 p.m.

KEY TAKEAWAYS AND CLOSING REMARKS

4:30 – 6:00 p.m.

HOSTED NETWORKING RECEPTION AND PRIZE DRAWING