

OD WORKS!

EMPLOYEE HANDBOOK GAME CHANGERS FOR 2020: NLRB UPDATES & BEYOND
Presented by Dee Anna D. Hays and Caren Skversky Marlowe

OD Works! is an advanced program for experienced human resources, legal, and business professionals.

The modern workplace presents legal challenges far more complicated than can be fully covered in basic seminars and speeches. Complex laws and regulations, increased litigation threats, overzealous government agencies, and ever-increasing business demands complicate the many decisions that human resources (HR), legal, and business professionals make every day.

To help, Ogletree Deakins has developed **OD Works!**—an advanced-level employment law workshop series for experienced HR, legal, and business professionals. Each session explores substantive employment law topics using real-world fact patterns and litigated cases as the foundation for advanced discussion and analysis. This series is recommended for HR, legal, and business professionals who have at least five years of experience. HR professionals should have their PHR, SPHR, or GPHR certifications.



Dee Anna D. Hays



Caren Skversky Marlowe

**Ogletree
Deakins**

100 NORTH TAMPA STREET
SUITE 3600
TAMPA, FL 33602
(813) 289-1247

Set your organization up for success by updating your employee handbook and workplace policies to comply with the ever-changing legal landscape. The NLRB's approach to handbooks has changed significantly—particularly concerning civility rules, confidentiality, email access, and workplace investigations. Likewise, EEO policies may need to be expanded in response to the #MeToo movement, natural hair protections, and other local ordinances. Paid leave laws are popping up in more jurisdictions. OSHA's stance on drug testing and safety incentive programs has shifted. And, legalized marijuana continues to present challenges for substance abuse and drug testing policies. Learn key strategies to ensure compliance in 2020.

Learning Objectives:

1. Identify the key employment law changes that will impact handbooks and personnel policies in 2020.
2. Explain recommendations for drafting and revising employment policies to keep pace with recent government rulings and guidance.
3. Articulate legal risks associated with out-of-date policies to make a business case to your organization's executives on the importance of devoting resources to compliance.

LOCATION

Ogletree Deakins
100 North Tampa Street, Suite 3600
Tampa, FL 33602 • (813) 289-1247

DATE AND TIME

Tuesday, March 10, 2020 • 7:30 a.m. — 10:00 a.m.

COST

\$35 per person (A full breakfast and parking are included.)

REGISTRATION

Register online at www.ogletree.com or contact Lisa Graham at (813) 221-7237 or lisa.graham@ogletree.com.

Due to the interactive nature of this program, registration is limited to 20 people.