

APRIL 20, 2020 YOU'RE INVITED

Ogletree
Deakins

The Nashville office of
OGLETREE DEAKINS

presents a complimentary
EMPLOYMENT LAW BRIEFING

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

LOCATION

Franklin Marriott Cool Springs
700 Cool Springs Boulevard
Franklin, TN 37067
(615) 261-6100

DATE AND TIME

Monday, April 20, 2020
8:30 a.m. – Noon
(Registration and breakfast will begin at 8:00 a.m.)

COST

Complimentary
(Breakfast and program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Michele Scott
at (615) 687-2226 or michele.scott@ogletree.com.

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

AGENDA

- 8:00 – 8:30 a.m. **REGISTRATION AND BREAKFAST**
- 8:30 – 9:30 a.m. **“IT IS 4/20 SOMEWHERE”: THE LATEST ON MARIJUANA IN THE WORKPLACE**
This session will address the state of marijuana legalization (medical and recreational), the safety implications of marijuana use, job protections for certain marijuana users, reasonable accommodation challenges, and what exactly is “CBD.” Samples will not be provided.
Presenters: Michael K. Clarkson and Jonathan O. Harris
- 9:30 – 9:45 a.m. **BREAK**
- 9:45 – 10:15 a.m. **ACCESSIBILITY 101: AN EMPLOYER’S GUIDE TO COMPLIANCE**
Is your workplace accessible to individuals with disabilities? Does it need to be? This session will focus on the basics of accessibility law and how it applies not only to places of public accommodation, but also how it impacts all employers.
Presenter: Jennifer S. Rusie
- 10:15 – 10:45 a.m. **THE NEVER-ENDING LEAVE OF ABSENCE**
In this session, we will discuss extended leaves of absence as a reasonable accommodation under the Americans with Disabilities Act and a framework to analyze when leaves of absence have been finally exhausted.
Presenters: John G. Harrison and Casey McCluskey Parker
- 10:45 – 11:00 a.m. **BREAK**
- 11:00 a.m. – Noon **MAKING THE TOUGH CALL: REAL-WORLD ETHICAL DILEMMAS FOR IN-HOUSE COUNSEL**
In-house counsel often face unique ethical challenges given their dual roles as attorneys and business advisors. What should in-house lawyers do when faced with difficult ethical dilemmas that force them to weigh competing duties? This session will cover real situations in which in-house attorneys confronted tough ethical decisions, discuss the applicable Model Rules, and provide practical tips on what these lawyers could have done to avoid trouble.
Presenter: William S. Rutchow