

MAY 15 & 16, 2024 EMPLOYMENT LAW BRIEFING

Presented by the

CHICAGO OFFICE

of Ogletree Deakins

You're invited to an informative and educational briefing to address the latest labor and employment law topics impacting employers.



TOPICS

Heads Up on Employee Physicals

Presenters: Thomas A. Lidbury and Kristina M. Wright

Heads Up on Health Benefits

Presenter: Timothy J. Stanton

Choose the date and location most convenient for you:



WEDNESDAY, MAY 15, 2024

Maggiano's Oak Brook
240 Oakbrook Center
Oak Brook, IL 60523
(630) 368-0300



TIME FOR BOTH LOCATIONS

7:45 a.m. Registration and Networking
8:00 a.m. Breakfast
8:15 a.m. Presentation
9:30 a.m. Q&A

THURSDAY, MAY 16, 2024

155 North Wacker Conference Center
Second Floor
Chicago, IL 60606
(312) 558-1220



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com, or contact Cindy Sheehan at (312) 558-1259 or cindy.sheehan@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.

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

AGENDA

7:45 a.m. **REGISTRATION AND NETWORKING**

8:00 – 8:15 a.m. **BREAKFAST**

8:15 – 9:30 a.m. **HEADS UP ON EMPLOYEE PHYSICALS**

The plaintiffs' bar is bringing a barrage of class actions against employers under the Illinois Genetic Information Privacy Act (GIPA) and there are defensive actions employers can take. Their novel theory is that employers violate GIPA simply by requiring a physical without affirmatively advising employees of their right not to share genetic information, including family medical history. Whether the courts adopt this theory remains to be seen, but there are actions employers can take even before being sued to cut off exposure. In this session, the speakers will explore this new theory and the defensive maneuvers that employers may want to consider.

Presenters: Thomas A. Lidbury and Kristina M. Wright

HEADS UP ON HEALTH BENEFITS

Legal pressure on employer health benefit plans is coming from all quarters. This session will cover several hot button issues for employers, including allegations of sex discrimination in infertility benefits, fiduciary concerns about pricing and other features of drug benefits provided through employer plans, and legal concerns and planning opportunities regarding how companies offer—and can continue to offer—benefits for in vitro fertilization.

Presenter: Timothy J. Stanton

9:30 a.m. Q&A