

MARCH 12, 2019

YOU'RE INVITED

Ogletree
Deakins

The Philadelphia 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 all employers

LOCATION

Pyramid Club
1735 Market Street
52nd Floor
Philadelphia, PA 19103
(215) 567-6510

DATE AND TIME

Tuesday, March 12, 2019
8:30 a.m. – 11:15 a.m.
(Registration and breakfast will begin at 8:00 a.m.)

COST

Complimentary
(A continental breakfast and program materials are included.)

PARKING

Discounted parking for the briefing is available
at the following locations:

Sonesta Hotel
1800 Market Street
Philadelphia, PA 19103
Valet – \$17.00 per day

1700 Market Street Garage
1700 Market Street
Philadelphia, PA 19103
Self-Park – \$15.00 per day

REGISTRATION

Register online at www.ogletree.com or contact Wendy Fallen
at (215) 995-2800 or wendy.fallen@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review. We are
also applying for Pennsylvania and New Jersey CLE credit.

AGENDA

8:00 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 8:35 a.m.

WELCOME AND INTRODUCTION

8:35 – 9:25 a.m.

IS YOUR DRUG-FREE WORKPLACE DISCRIMINATORY? THE CONFLUENCE OF DISABILITY DISCRIMINATION AND MIND-ALTERING SUBSTANCES

In light of recent, high-profile court rulings on the topic (and decisions that are likely to come in the following months), now is an ideal time to address the interplay between disability antidiscrimination laws and an employer's right to a drug-free workplace. There are myriad multijurisdictional issues, the laws are constantly changing, and employers aren't sure how to stay safe when there are no clear answers. This session will address how medical marijuana use, prescription drug use, and alcohol and drug addiction are impacted by disability antidiscrimination laws.

Presenters: Donald D. Gamburg and Jessica M. Bocchinfuso

9:25 – 10:15 a.m.

WORKPLACE DIVERSITY AND INCLUSION INITIATIVES: DOING RIGHT WITHOUT GOING WRONG

Today's workplace is riddled with diversity and inclusion challenges. Employers must know how to navigate the area to avoid potential liability or—even worse—creating environments where employees do not feel valued. This session will address new developments in diversity and inclusion, potential legal risks, and practical strategies for implementing a successful program.

Presenters: Kimya S.P. Johnson and Robert C. Perryman

10:15 – 10:25 a.m.

BREAK

10:25 – 11:15 a.m.

THE BERMUDA TRIANGLE OF EMPLOYEE LEAVE: MANAGING THE INTERPLAY OF THE FMLA, ADA, AND WORKERS' COMPENSATION

Some of the most vexing issues facing HR professionals and in-house counsel today involve the interplay of the various laws providing leave to employees. Between the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), workers' compensation, military leave, and state and local leave laws (including Philadelphia's Promoting Healthy Families and Workplaces ordinance and the recently enacted New Jersey Earned Sick Leave Law), employers are left navigating a complex web of laws. This session will review employers' leave obligations and provide practical advice to assist HR professionals and in-house counsel with maintaining legal compliance.

Presenters: Janice G. Dubler and Katheryn (Kate) Eisenmann

11:15 a.m.

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