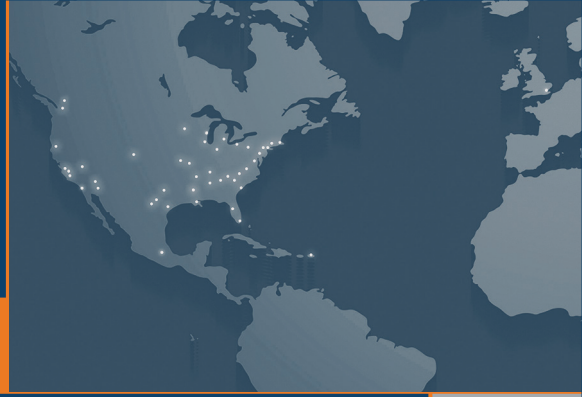




Ogletree Deakins



OGLETREE DEAKINS

presents

MANAGING A WORKFORCE IN NEW YORK, NEW JERSEY, AND CONNECTICUT

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

LOCATION

Grand Hyatt New York
109 East 42nd Street at Grand Central Terminal
New York, NY 10017
(212) 883-1234

DATE AND TIME

Thursday, April 4, 2019
9:00 a.m. – 4:30 p.m. Program
4:30 p.m. Cocktail Reception
(Registration and breakfast will begin at 8:00 a.m.)

COST

\$99.00
(A continental breakfast, lunch, cocktail reception, and
program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Julissa Keene at (212) 492-2508 or julissa.keene@ogletree.com.

We are submitting this program to the HR Certification Institute and SHRM for review and are applying for New York, New Jersey, Connecticut, and Pennsylvania CLE credit. If you need financial aid to attend this seminar, please click [here](#). *This program is approved for both newly admitted and experienced attorneys.*



You're Invited

April 4, 2019

AGENDA

- 8:00 – 9:00 a.m. **REGISTRATION AND BREAKFAST**
- 9:00 – 9:10 a.m. **WELCOME AND OPENING REMARKS**
- 9:10 – 10:00 a.m. **RECENT DEVELOPMENTS IN THE TRISTATE AREA**
The laws governing the workplace are constantly changing and those affecting the tristate area are no exception. Attorneys in our New York, New Jersey, and Connecticut offices will bring you up to speed on the latest developments in employment law in the tristate area.
Presenters: Michael J. Riccobono (Morristown), Aaron Warshaw (New York City), and Marc L. Zaken (Stamford)
- 10:00 – 10:10 a.m. **BREAK**
- 10:10 – 11:00 a.m. **THE IMPORTANCE OF WORKPLACE INVESTIGATIONS IN THE #METOO ERA**
In the wake of the #MeToo movement, it is more important than ever for employers to investigate thoroughly and remedy any harassment in the workplace. The quality of the investigation can be the difference between moving toward resolution and subjecting the organization to public scrutiny, litigation, loss of workplace morale, and liability. Join us for a discussion of the legal, practical, and ethical considerations in conducting a harassment investigation, including handling confidentiality issues, empowering impartial investigators, and dealing with claims against the C-suite.
Presenters: Stephanie L. Aranyos (New York City) and Kelly M. Cardin (Stamford/New York City)
- 11:00 – 11:10 a.m. **BREAK**
- 11:10 a.m. – Noon **WHEN EMPLOYEES RETURN FROM LEAVE, THE JOURNEY FOR HR CONTINUES**
When leave ends, many questions and challenges often remain. Join this session for a discussion of the issues, including assessing potential leave and reinstatement obligations, determining employee notice requirements prior to return, assessing reasonable accommodation duties, considering reassignment requests, as well as best practices for designing effective return-to-work policies.
Presenters: Jason W. Isom (Morristown) and John G. Stretton (Stamford)
- Noon – 1:30 p.m. **LUNCH AND KEYNOTE PRESENTATION: DIVERSITY IN THE REAL WORLD**
Diversity is truly multi-dimensional. In today's economy, it is important that we note that diversity is not just about race, national origin, or gender, but that it encompasses the entire range of human perspectives and experiences. Today's workforce, globally and nationally, exemplifies a dramatic shift in population, culture, priorities, marketplace demands and opportunities, business investors, partners, suppliers, and technology. Our workforce has to respond to these dramatic shifts and the changes expected in the future. This presentation will help you understand and clearly articulate how and why diversity is a business imperative and present successful techniques and strategies that will allow you to promote and maintain diversity.
Presenter: Luther Wright, Jr. (Nashville)
- 1:30 – 2:20 p.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 are not 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: Steven J. Luckner (Morristown) and William C. Ruggiero (Stamford)

2:20 – 2:30 p.m.

BREAK

2:30 – 3:20 p.m.

WHEN THE PENDULUM SWINGS: UNDERSTANDING THE NEW RULES FROM THE NLRB

The National Labor Relations Act and the National Labor Relations Board (NLRB) address a broad range of issues impacting both union and non-union employers. The newly constituted NLRB is beginning to address some of the more controversial decisions issued by the prior Board. Our experienced labor attorneys will present updates on critical Board developments about which all employers should be aware.

Presenters: Eric C. Stuart (Morristown) and Robert M. Tucker (New York City)

3:20 – 3:30 p.m.

BREAK

3:30 – 4:20 p.m.

EMPLOYMENT ARBITRATION AGREEMENTS: NEW STRATEGIES AFTER THE SUPREME COURT SPEAKS

In the past year, the U.S. Supreme Court has issued two significant opinions on arbitration agreements under the Federal Arbitration Act (FAA): one allowing class action waivers and another excluding certain “transportation workers” from the FAA’s coverage. Further, a number of states have enacted legislation prohibiting or limiting mandatory arbitration of sexual harassment and other employment claims. In the last year, New Jersey state courts also have issued several decisions refusing to enforce arbitration agreements and imposing new obligations on employers seeking to resolve employment disputes in arbitration. In light of these recent changes, it is time for employers to reevaluate their arbitration agreements. Join us for a session that will help your company develop and enforce a state-of-the-art arbitration program.

Presenters: Joseph B. Cartafalsa (New York City) and Sharon P. Margello (Morristown)

4:20 – 4:30 p.m.

CLOSING REMARKS

4:30 p.m.

COCKTAIL RECEPTION