

Ogletree Deakins

VIRTUAL MANAGING A WORKFORCE IN 2022

presented by
**OGLETREE DEAKINS'
KANSAS CITY OFFICE**

YOU'RE INVITED

OCTOBER 19, 2021

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



DATE AND TIME

Tuesday, October 19, 2021
8:30 a.m. – 3:30 p.m. CT



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact
Connie Foutts at (816) 410-2239 or
KCMEvents@ogletree.com.

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



AGENDA

8:30 – 9:45 a.m.

FMLA AND ADA/AA COMPLIANCE IN THE REAL WORLD

This interactive session will walk attendees through real-life workplace scenarios involving employees who need assistance or time off from work due to their own medical issue or a family member's medical issue. The session will provide practical tips on how to stay compliant with the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act Amendments Act (ADAAA), and pregnancy discrimination laws at both the state and federal levels. The scenarios will highlight lessons learned from recent court decisions and U.S. Equal Employment Opportunity Commission regulatory guidance, as well as issues and decisions on the horizon.

Presenter: Kerri S. Reisdorff

9:45 – 10:20 a.m.

ELECTRONIC DISCOVERY WITHOUT LOSING YOUR MIND

This session will provide strategies to keep costs down and the scope narrow when responding to requests for electronic data, including cell phone data. The speakers will also discuss how to best leverage technology for electronic discovery, including artificial intelligence.

Presenters: Traer E. Cundiff and Amy B. MacEwen

10:20 – 10:30 a.m.

BREAK

10:30 – 11:00 a.m.

REDUCTIONS IN FORCE IN A PANDEMIC

COVID-19 forced employers across the country to implement cost-cutting measures to avoid full-blown reductions in force. Many employers opted for cost-saving measures that are designed to be temporary and reversible placeholders in the event the economy snaps back sooner rather than later. Employers have several tools in their toolkits. This session will update attendees on some of those tools.

Presenter: Trina R. Ricketts

11:00 – 11:30 a.m.

COVID-19: AN UPDATE FOR EMPLOYERS

This session will provide the most updated information regarding COVID-19 mitigation methods, vaccination policies, local requirements, and the pandemic's lingering effects on the workplace.

Presenters: Stacy M. Bunck and Claudia M. Tran

11:30 a.m. – Noon

MEDICAL MARIJUANA

In 2018, Missouri passed Amendment 2, legalizing medical marijuana. After almost three years, dispensaries are opening across the state. This session will address what this means for workforces in Missouri and across the state line.

Presenter: Sarah E. Jones

Noon – 12:15 p.m.

BREAK

12:15 – 1:15 p.m.

UNDERSTANDING AND OVERCOMING UNCONSCIOUS BIAS

This interactive session will be presented in an engaging and entertaining fashion. The session will include a thoughtful discussion regarding unconscious bias and how it impacts employers' diversity and inclusion efforts. Attendees will learn the true definition of bias, including how and why it is formed, and how it operates in the workplace. Attendees will also engage in awareness exercises that will help them identify their own unconscious biases and learn ways to overcome them, including 10 tips to turn around bias.

Presenter: Luther Wright, Jr.

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1:15 – 1:30 p.m.

BREAK

1:30 – 2:00 p.m.

DEVELOPMENTS IN WAGE AND HOUR LAW

This session will explore the ever-evolving landscape of wage and hour law with a particular focus on recent developments in the areas of employee classification and compensation.

Presenters: Chris R. Pace and Darin P. Shreves

2:00 – 3:00 p.m.

INTERNAL INVESTIGATIONS: PRACTICAL TIPS AND POSSIBLE PITFALLS

This session will dive into the importance of high-quality internal investigations and how to conduct them. The speakers will also share practice tips to assist attendees with improving their organization's workplace investigation procedures.

Presenters: Shelley I. Ericsson and AnnRene Coughlin

3:00 – 3:30 p.m.

HOT TOPICS IN EMPLOYEE BENEFITS

This session will cover hot topics in benefits law that every human resources professional and employment law attorney should keep on their radar.

Presenter: Jason A. Rothman

3:30 p.m.

Q&A SESSION