

VIRTUAL MANAGING A WORKFORCE IN 2022

presented by
**OGLETREE DEAKINS'
SEATTLE OFFICE**

YOU'RE INVITED

Join us for an in-depth four-part seminar series to address the latest labor and employment law topics directly impacting Washington employers.



DATES

Tuesday, October 5, 2021
Tuesday, October 12, 2021
Tuesday, October 19, 2021
Tuesday, October 26, 2021

TIMES FOR ALL SESSIONS

Noon – 1:00 p.m. PT



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact Meredith Taylor at (206) 876-5305 or meredith.taylor@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review. We are also applying for Washington State CLE credit. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.



OCTOBER 5, 2021 (Noon – 1:00 p.m.)

THE CHALLENGE OF CONDUCTING CONSCIOUSLY IMPECCABLE INVESTIGATIONS IN WASHINGTON'S INCREASINGLY ACTIVIST WORKPLACES

In this session, the speakers will discuss changing workplace influences and complaints. The speakers will also offer insights about designing and conducting credible workplace investigations when:

- victims (real and otherwise) are more willing than ever to aggressively speak up;
- complaints of systemic racism, reverse racism, and systemic misogyny are on the rise;
- employees are increasingly aware of concepts such as unconscious bias and workplace microaggressions;
- the political divide in the United States is increasingly impacting workplaces; and
- the downfall of respected political and business figures calls into question the integrity of certain HR organizations and systems.

Presenters: Brenda L. Bannon and Laurence A. Shapero

OCTOBER 12, 2021 (Noon – 1:00 p.m.)

THE EVOLVING IMPACT OF COVID-19 AND ITS VARIANTS ON WASHINGTON STATE EMPLOYERS

This session will address the evolving response to COVID-19 and its variants; reopening and how employers can provide reasonable parameters for returning employees to “brick and mortar” workplaces; the governor’s recent proclamation(s); masking requirements and enforcement; mandatory vs. voluntary vaccination policies; vaccination “proof” protocols; high-risk employee issues; managing medical and religious exemption requests; COVID-19-related leave under Washington’s Paid Family and Medical Leave law; and resolving workplace conflict issues related to the pandemic.

Presenters: Adam T. Pankratz and Brenda L. Bannon

OCTOBER 19, 2021 (Noon – 1:00 p.m.)

MANAGING A REMOTE WORKFORCE: WORK FROM HOME AND OTHER ISSUES

Following the shift to remote work, many employers are implementing (or planning to implement) employee monitoring tools and practices to track the productivity of their remote workers and reduce opportunities for remote workers to take advantage of work-from-home arrangements. These same employers may have concerns regarding the legal and practical implications of such methods on employee privacy and workforce morale. Employers are also seeking guidance on effectively investigating and documenting performance of those working remotely. This session will review the legal considerations for monitoring, managing, investigating, and documenting employee productivity—whether using traditional methods or other employee monitoring tools. The speakers will also discuss other concerns applicable to a remote workforce, including wage and hour issues, workplace safety issues, tax and business expense reimbursement matters, and leave and anti-discrimination laws.

Presenters: Kathryn P. Fletcher and Kyle D. Nelson

OCTOBER 26, 2021 (Noon – 1:00 p.m.)

2022 WASHINGTON EMPLOYMENT LAW UPDATE

In addition to the continually updating requirements for employers related to COVID-19, the Washington State Legislature and state agencies were busy this past year. In this session, the speakers will cover what’s new on the labor and employment landscape in 2022, including the new minimum wage and salary threshold, updated definitions under the Paid Family and Medical Leave law, new long-term care requirements, new administrative policies from the Washington State Department of Labor and Industries, and the new Health Emergency Labor Standards Act.

Presenters: Adam T. Pankratz and Kathryn P. Fletcher