

OCTOBER 13, 2020

YOU'RE INVITED

Ogletree
Deakins

The Nashville office of
OGLETREE DEAKINS

presents a virtual program:
FALL EMPLOYMENT LAW BRIEFING

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

DATE AND TIME

Tuesday, October 13, 2020
8:30 a.m. – 11:45 a.m. CDT

COST

Complimentary

TOPICS

- Mary Jane, CBD, and THC: The Latest on Marijuana and the Workplace
- Hiring and Onboarding During the Time of COVID-19
- NLRA Issues Due to COVID-19
- The Growing Importance of Website Accessibility in an Increasingly Online World
- Best Practices for Responding to Concerns About Injustice and Social Unrest in the Workplace

REGISTRATION

To register, click [here](#) or contact Michele Scott at (615) 687-2226 or michele.scott@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Tennessee CLE credit. To request an accommodation related to this event, please contact accessibility@ogletree.com as soon as possible.

AGENDA

8:30 – 9:00 a.m.

MARY JANE, CBD, AND THC: THE LATEST ON MARIJUANA AND THE WORKPLACE

This session will address the state of marijuana legalization (medical and recreational), the safety implications of marijuana use, job protections for certain marijuana users, reasonable accommodation challenges, and what exactly is “CBD.”

Presenter: Michael K. Clarkson (Boston)

9:00 – 9:45 a.m.

HIRING AND ONBOARDING DURING THE TIME OF COVID-19

Prior to the COVID-19 pandemic, hiring employees was a top priority and challenge for many employers, with heavy competition for talented employees. Some employers developed innovative programs to attract underemployed—but potentially highly effective—workers, including persons with autism and other neurodiverse individuals. Other employers got creative with programs geared toward older workers and former employees, as well as mobile apps and other technological recruitment tools. Where do things stand months after the start of the COVID-19 pandemic, which halted the economy and shifted many employers’ focus from hiring to furloughs and layoffs? Join this session to learn about the latest topics related to hiring, remote onboarding and work, and how employers have adjusted due to the pandemic crisis—as well as the key employment law risks and implications.

Presenter: Liz S. Washko (Nashville)

9:45 – 10:15 a.m.

NLRA ISSUES DUE TO COVID-19

Among the many negative consequences of COVID-19 for businesses is that it has made the National Labor Relations Act (NLRA) a relevant consideration for many more employers today. From dealing with threatened and actual walkouts over COVID-related issues (e.g., personal protective equipment, hazard pay, and essential business status), to managing significantly elevated levels of union organizing activity, to handling bargaining issues in the middle of a crisis, many union and nonunion employers are dealing with these challenging scenarios. During this session, we will review the applicable legal issues under the NLRA and provide best practices and critical lessons learned since March 2020. We will also discuss how the November elections could further impact labor issues.

Presenter: C. Thomas Davis (Nashville)

10:15 – 10:30 a.m.

BREAK

10:30 – 11:00 a.m.

THE GROWING IMPORTANCE OF WEBSITE ACCESSIBILITY IN AN INCREASINGLY ONLINE WORLD

In this session, we will explore how the Americans with Disabilities Act applies to websites and how this impacts businesses and their customers and employees.

Presenter: Jennifer S. Rusie (Nashville)

11:00 – 11:45 a.m.

BEST PRACTICES FOR RESPONDING TO CONCERNS ABOUT INJUSTICE AND SOCIAL UNREST IN THE WORKPLACE

Issues regarding injustice and social unrest have been a constant fixture in the news since the death of George Floyd. Employers are grappling with the appropriate way to deal with the many workplace concerns/incidents involving issues such as workplace diversity, racial justice, and allegations of systemic discrimination and unconscious bias. This presentation will provide tips and strategies for employers to adequately respond to their employees’ concerns and at the same time maintain workplace harmony. We will also address how to discuss these difficult issues with employees and offer best practices for addressing related workplace incidents or concerns.

Presenter: Luther Wright, Jr. (Nashville)