

SEPTEMBER 29-30, 2020

YOU'RE INVITED

Ogletree
Deakins

The Pittsburgh office of
OGLETREE DEAKINS

presents a virtual seminar:
MANAGING A WORKFORCE THROUGH A GLOBAL PANDEMIC

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

DATE AND TIME

Tuesday, September 29, 2020
Noon – 3:00 p.m. (Eastern time)

Wednesday, September 30, 2020
9:00 a.m. – 11:00 a.m. (Eastern time)

COST

\$99.00

Register online at www.ogletree.com or contact Roberta Bauer at (412) 394-3344 or roberta.bauer@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for 5.0 hours of Pennsylvania CLE credit, including 1.0 hour of ethics credit. To request an accommodation related to this event, please contact accessibility@ogletree.com as soon as possible.

AGENDA – SEPTEMBER 29, 2020

Noon – 1:00 p.m.

POST-TRAUMATIC STRESS GROWTH: HOW ADVERSE EXPERIENCES CAN HELP US TO BOUNCE FORWARD

(One hour of CLE credit may be available)

What is trauma . . . and how can we emerge from it without damaging ourselves, our colleagues, and our loved ones? As staying competent and ethical after trauma associated with these stressful times becomes more challenging, post-traumatic stress growth is emerging as a critical topic for discussion. This presentation will:

- provide a working definition of and vocabulary around trauma and post-traumatic stress disorder;
- clarify how to remain compliant with applicable ethics rules in spite of stressful circumstances;
- define post-traumatic stress growth and provide a mechanism for encouraging that growth after traumatic experiences; and
- address the consequences of an individual's failure to rebound from trauma, and the impact of those consequences on employers, including implementation of medical and disability leaves, and dealing with impaired employees.

Presenters: Maria Greco Danaher, Dennis A. Davis, Ph.D., and Luther Wright, Jr.

1:00 – 2:00 p.m.

EMPLOYEE ACCOMMODATIONS IN THE WORKPLACE AND TELEWORK: EMERGING ISSUES

Due to the COVID-19 pandemic, employers are facing new issues regarding employees working from home and employees who request or require accommodations in order to return to the workplace. This presentation will examine the emerging issues regarding telework and employers' obligations to employees who cannot work from home.

Presenter: Philip K. Kontul

2:00 – 2:50 p.m.

EMPLOYER REGULATION OF DIGITAL SPEECH

Employers are increasingly grappling with employee social media posts that focus on social and political issues. This presentation will offer best practices to guide employers faced with difficult decisions that involve the balancing of legal requirements, employee and public relations concerns, and company values.

Presenter: Jennifer G. Betts

2:50 – 3:00 p.m.

Q&A

AGENDA – SEPTEMBER 30, 2020

9:00 – 9:50 a.m.

THE RISE OF EMPLOYEE ACTIVISM: THE NEW AGE OF UNION ORGANIZING AND BARGAINING

Unions are using all that has happened in 2020 to once again reinvent themselves. By reframing traditional themes in light of COVID-19, the Black Lives Matter movement, and the presidential election, unions are seeking to exert new leverage during organizing and at the bargaining table. Given the changing environment and employee dynamics, employers must be prepared to respond effectively.

Presenters: Ruthie L. Goodboe and Taylor E. Gillan

9:50 – 10:00 a.m.

Q&A

10:00 – 11:00 a.m.

REOPENING YOUR BUSINESS: COMPLYING WITH PENNSYLVANIA, OSHA, CDC, AND WHO GUIDELINES

As businesses reopen, employers are asking how to make their workplaces safe. There is a good deal of guidance—some mandatory and some recommended. Compliance with state and federal agency guidance is the principal defense for employers against employee or other claims. This presentation will offer tips to help employers learn how to develop or modify their return-to-work plans. The presentation will also cover strategies for dealing with employee complaints to OSHA and being prepared to address the confirmed COVID-19 case, from reporting the case to local health authorities and/or OSHA to communications with employees and quarantine to return-to-work issues.

Presenters: John C. Artz and Brazitte A. Poole