



Ogletree
Deakins



CLEVELAND

The Cleveland office of
OGLETREE DEAKINS

presents a virtual seminar:

**WHAT'S AT STAKE IN THE 2020 ELECTIONS: WHAT TO EXPECT
WHEN YOU'RE EXPECTING . . . POLITICAL CHANGE DURING A
PANDEMIC**

In the midst of an ongoing global pandemic, and with the November 2020 presidential and congressional elections only weeks away, many employers are anxiously anticipating upcoming changes and issues in the workplace. This seminar will address the key labor and employment law developments to anticipate in 2021 and beyond, as well as issues that may arise in the workplace in light of the current political and social climate.

**You're
Invited**
October 7, 2020

DATE AND TIME

Wednesday, October 7, 2020
1:30 p.m. – 4:30 p.m. ET

COST

Complimentary

REGISTRATION

Register online at www.ogletree.com or contact Linda Garramone at (216) 274-6910 or linda.garramone@ogletree.com.

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

AGENDA

- 1:30 – 2:15 p.m. **STATE OF THE UNION: WHAT’S AT STAKE AND ANTICIPATED CHANGES IN EMPLOYMENT LAWS**
The speakers will discuss upcoming issues in 2021 and beyond that employers may want to be aware of, including noncompete developments; important labor cases to watch; and the latest legislative and regulatory developments, such as the Protecting the Right to Organize (PRO) Act, federal paid leave policy, and the Pregnant Workers Fairness Act.
Presenters: Rebecca J. Bennett, Wade M. Fricke, and James J. Plunkett
- 2:15 – 2:45 p.m. **ELECTION PREPARATION: MANAGING POLITICS IN THE WORKPLACE IN A VOLATILE YEAR**
The speakers will discuss the key labor and employment law issues for employers to consider as they attempt to manage political expression in the workplace, including identifying and understanding the legal issues implicated by political expression and activities in the workplace, such as dress codes; forming and implementing strategies to minimize business disruption and legal liability; and practical tips for avoiding political conflicts and dealing with those conflicts that occur.
Presenters: Andrew S. Haring and Amanda T. Quan
- 2:45 – 3:30 p.m. **SAFETY FIRST: EMPLOYER DUTIES AND RESPONSIBILITIES IN MAINTAINING SAFE WORKPLACES DURING THE COVID-19 ERA**
The speakers will discuss employer obligations regarding maintaining safe workplace conditions, including general recordkeeping, reporting, and poster requirements. The speakers will also provide tips for avoiding citations issued by the federal Occupational Safety and Health Administration (OSHA).
Presenters: John C. Artz and Valerie N. Butera
- 3:30 – 4:30 p.m. **COVID-19 LITIGATION UNMASKED: DIAGNOSING AND QUARANTINING CLAIMS BEFORE THEY HAPPEN**
The speakers will discuss trends and developments in three categories of COVID-19-related litigation: (1) wage and hour lawsuits; (2) leave of absence claims; and (3) exposure-related lawsuits.
Presenters: John Gerak, Bruce G. Hearey, Samuel H. Ottinger, and Natalie M. Stevens