

# THREAD THE NEEDLE



SHARP STRATEGIES FOR TANGLED TIMES

**Fredrikson's**  
Annual Employment &  
Labor Law Seminar

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Wednesday, October 29, 2025  
Thursday, October 30, 2025

# Day 1 Agenda

Wednesday, October 29, 2025 • 8:00 a.m. – 12:00 p.m.

**8:00 – 8:05 a.m. Welcome**

*Teresa M. Thompson*

**8:05 – 9:00 a.m. Federal & State Updates from 2025**

*Jordan B. Boudreaux, Krista A. P. Hatcher and Bridget R. Penick*

Hone your understanding of the evolving employment law landscape with important updates on federal and state laws and enforcement priorities impacting employers.

**9:00 – 9:10 a.m. Break**

**9:10 – 10:00 a.m. Workplace Artificial Intelligence Unraveled: Risks, Rules, and Rewards**

*Danny A. Bihrlé and Janet M. Dorr*

From regulatory developments to practical policies, this session guides you through the tangled realities of workplace AI. Gain insights into employee use, risk management, and how HR can adopt AI tools without compromising compliance or fairness.

**10:00 – 10:10 a.m. Break**

**10:10 – 10:35 a.m. Master the Fine Points of Employment-Based Immigration**

*Matthew P. Webster*

Sharpen your organization's approach to visa options to sponsor foreign nationals, hone the questions that can be asked during the hiring process, unravel the lifecycle of a green card, and craft a seamless strategy for compliance and worksite enforcement actions.

**10:35 – 11:00 a.m. Making Sense of the Patchwork Quilt**

*Debra J. Linder*

This session will review the benefit plan documentation that plan sponsors should maintain for the administration of their benefit plans and best practices for retaining that documentation. We will also discuss recent developments, including updates on SECURE 2.0, the DOL's Voluntary Fiduciary Correction Program and The One Big Beautiful Bill.

**11:00 – 11:10 a.m. Break**

**11:10 a.m.-12:00 p.m. Rising Above the Fray to Maintain a Tight-Knit Workplace**

*Amber D. Crow, Jade B. Jorgenson and Melissa R. Stumbras*

When employees show up to work, they don't leave their identities at the door. This session provides practical advice for employers seeking to maintain the increasingly-difficult balance between encouraging employee self-expression and fostering a respectful and inclusive workplace.

# Day 2 Agenda

Thursday, October 30, 2025 • 8:00 a.m. – 12:00 p.m.

**8:00 – 8:50 a.m.    Stitching Together Leave Policies: Minnesota and Federal Leave Laws in 2025's Legal Fabric**

*Ayesha Mitha, Anne M. Radolinski and David G. Waytz*

Minnesota's leave laws weave together with federal protections to form a comprehensive tapestry of leave rights. Join us for a discussion of how to blend compliance, communication, and workplace culture by aligning your employment policies with state and federal leave requirements.

**8:50 – 9:15 a.m.    Untangling the Uncertainty of Labor Law Under the Current Administration**

*Bryan J. Morben*

Is the NLRB unconstitutional? What is the current status of the legality of non-competes under the National Labor Relations Act? Does the current lack of an NLRB quorum mean that employers don't have to worry about enforcement actions? This session will provide key updates on major labor law decisions, agency actions, and other recent events since the beginning of the second Trump Administration.

**9:15 – 10:05 a.m.    Multi-State Employers: Sharp Strategies for Maintaining Clean Lines of Compliance with State and Local Laws**

*Nancy S. Anton, Sarah A. Horstmann and Penny S. Oleson*

Whether you have a single remote employee working in a different state or a workforce spread across multiple state lines, you are considered a multi-state employer. In this session, Fredrikson attorneys will help you navigate the complex web of overlapping and sometimes conflicting state and local laws. Topics will include wage and hour regulations, anti-discrimination and anti-harassment laws, company policies and handbooks, and restrictions related to noncompete and non-solicitation agreements.

**10:05 – 10:20 a.m.    Break**

**10:20 – 11:10 a.m.    Workplace Accommodations That Fit: Sizing Up Your Legal Obligations**

*Ingrid N. Culp, Peder J. Nestingen and Teresa M. Thompson*

Outlining the complex patchwork of federal and state accommodation laws, including disability, pregnancy, and religion, this presentation equips you with the tools you need to tailor your policies and practices, mend compliance gaps, and stitch together solutions that align with evolving legal obligations.

**11:10 – 11:15 a.m.    Break**

**11:15 a.m. – 12:00 p.m.    Q&A Session**

*Nancy S. Anton, Ingrid N. Culp, Krista A. P. Hatcher, Jade B. Jorgenson, Bryan J. Morben, Bridget R. Penick, Anne M. Radolinski, Teresa M. Thompson and David G. Waytz*

Weave your most pressing questions into the fabric of our annual Q&A session and pinpoint your best next steps.