

RETHINK. RETOOL. RESET.



FREDRIKSON & BYRON'S ANNUAL EMPLOYMENT & LABOR LAW SEMINAR

Tuesday, October 26, 2021 • Thursday, October 28, 2021

DAY 1 AGENDA

Tuesday, October 26, 2021

8:00–8:10 A.M.

WELCOME

Teresa M. Thompson

8:10–8:50 A.M.

FEDERAL & STATE UPDATES FROM 2021

Kristy L. Albrecht, Bridget R. Penick and Teresa M. Thompson

Revamp for new realities with guidance on important updates in federal and state employment laws that may impact your workplace.

9:00–9:50 A.M.

MANDATORY VACCINATION AND THE ACCOMMODATION PROCESS

Olivia N. Norwood, Anne M. Radolinski and David G. Waytz

Implementing or considering mandatory vaccinations for your workforce? You will need every tool in the shed! Learn how to implement a policy and navigate the tricky accommodation questions you may face. Medical objections? Religious considerations? Impact on recruiting? We have you covered!

9:50–10:10 A.M.

BREAK

10:10–11:00 A.M.

PRE- AND POST-COVID-19 WAGE AND HOUR ISSUES

Mary M. Krakow and Joseph M. Sokolowski

Refresh for success after this interactive presentation on wage and hour issues that continue to plague us.

11:10 A.M.–12:00 P.M.

THE QUESTIONS WE GET THE MOST (AND OTHER “OFF-THE-WALL” EMPLOYMENT SITUATIONS)

Nancy S. Anton, Brian T. Benkstein and Ingrid N. Culp

Revisit your company’s practices as we share stories and practical insight on the legal questions we field the most, along with employment situations you just cannot make up.



DAY 2 AGENDA

Thursday, October 28, 2021

8:00–8:50 A.M.

THE 10 RULES OF TERMINATION DECISIONS

Robert C. Boisvert and Melissa R. Hodge

No workplace decision is subject to more scrutiny, or potentially generates more liability, than the decision to terminate an employee. What should a careful employer do when evaluating whether to terminate? This session covers 10 rules to follow when deciding whether and how to terminate.

9:00–9:50 A.M.

RETOOLING REMOTE WORK FOR THE FUTURE AND WANDERING EMPLOYEES

Beverly L. Adams and Kendra D. Simmons

Employers have had to shift and pivot regarding remote work requests. Learn best practices for making these arrangements succeed long-term, the importance of employees' location when working remotely and the implications of various state laws.

9:50–10:10 A.M.

BREAK

10:10–11:00 A.M.

EFFECTIVE DIVERSITY, EQUITY AND INCLUSION TRAINING FOR SUPERVISORS

Erin M. Edgerton Hall and Emily S. Pontius

You already provide employees with anti-discrimination training. It's time to go beyond "what not to do." This session will discuss how to effectively train supervisors to support diversity, equity and inclusion in your organization.

11:10 A.M.–12:00 P.M.

Q&A SESSION

Kristy L. Albrecht, Robert C. Boisvert, Mary M. Krakow, Debra J. Linder, Bridget R. Penick, Anne M. Radolinski and Teresa M. Thompson

Build a new foundation for a brighter future as you get your questions answered during this live Q&A session.



ON-DEMAND WEBINARS

In addition to the live Annual Employment & Labor Law Seminar, a selection of on-demand webinars will be available to help you reengineer the way forward. This content will be available to seminar registrants on an ongoing basis.

BENEFITS UPDATE: CONSTRUCT YOUR PLANS WITH CONFIDENCE

Laura A. Habein, Thomas B. Henke and Debra J. Linder

Walk away from this session with a blueprint of current developments relating to retirement, health and other benefit plans.

MY EMPLOYEE SAID WHAT? RETHINKING REACTIONS TO EMPLOYEE SPEECH

*Kristin LeBre, Penny S. Oleson, Devan C. Rittler-Patton and
Teresa M. Thompson*

Let's revisit employee speech, whether through social media or otherwise. In light of the Supreme Court ruling in the Instagram cheerleader case and the most recent National Labor Relations Board (NLRB) guidance, we will discuss tools employers can use to determine if inflammatory speech is protected.

THE FUTURE OF WHISTLEBLOWER CLAIMS AND LESSONS LEARNED FROM COVID-19 LITIGATION

Lukas S. Boehning and Ashley R. Thronson

On top of everything else, the pandemic has added new types of whistleblower and retaliation claims for employers to worry about. This session will examine the latest litigation trends and present practical takeaways and lessons learned to help employers retool their practices to prevent and address these types of claims.

TOOLS FOR YOUR TOOLBOX: ADVANCED LEAVE AND ACCOMMODATION ISSUES FOR EMPLOYERS

Brian T. Benkstein, Jade B. Jorgenson and Bryan J. Morben

Looking for more than just the nuts and bolts? This session will discuss several real-life scenarios involving advanced leave and accommodation issues under the FMLA and ADA, including intermittent leave, extended leaves, work from home and vaccination accommodations, and others.

