

RISE ABOVE THE CONFUSION.

*Move Forward
with
Elevated Insight.*



**Fredrikson's 39th Annual
EMPLOYMENT AND LABOR
LAW SEMINAR**

Tuesday, October 24, 2023 • Thursday, October 26, 2023

Day 1 Agenda

Tuesday, October 24, 2023 • 8:00 a.m. – 12:00 p.m.

8:00 – 8:05 a.m.

Welcome

Teresa M. Thompson

8:05 – 8:50 a.m.

Federal & State Updates From 2023

Pamela Abbate-Dattilo, Jade B. Jorgenson and Anne M. Radolinski

Reach new heights with guidance on important updates in federal and state employment laws, including recent Supreme Court decisions that directly or indirectly impact employers.

9:00 – 9:40 a.m.

The Top 10 Things for Non-Union (and Union) Employers to Know About the NLRA

Bryan J. Morben and Bridget R. Penick

Optimize your outlook with guidance on the top ten things employers (both union and not) need to know about the National Labor Relations Act (NLRA), including when it applies to your workplace. We will also discuss key updates to National Labor Relations Board (NLRB) guidance and case law on a myriad of critical workplace issues, such as workplace rules and handbooks, severance and settlement agreements, non-competes and employee discipline.

9:40 – 10:00 a.m.

Benefits Update

Debra J. Linder

In this session, we will navigate the maze of current developments relating to retirement, health and other benefit plans, including pending legislation and recent litigation.

10:00 – 10:20 a.m.

Break

10:20 – 11:05 a.m.

Escape the Labyrinth of Employee Handbooks

Claire E. Beyer, Janet M. Olawsky and Ashley R. Thronson

Employee handbooks should be a map, not a labyrinth. This session will give you practical guidance on how to implement an up-to-date handbook that helps you plot a course for a successful employment relationship and stay compliant with the changing legal landscape.

11:15 a.m. – 12:00 p.m.

Navigation Tools for Multi-State Employers

Nancy S. Anton and Joseph M. Sokolowski

Remote work, competition for talent and relaxed workplace policies have caused employers to hire employees in multiple cities and states. Monitoring and complying with employment laws in different cities and states presents daily challenges for employers. This session will review recent law changes in key areas, including wage and hour, salary, wage transparency and pay equity, state non-competition legislation, and discrimination, providing best practices for managing a multi-state workforce.

Day 2 Agenda

Thursday, October 26, 2023 • 8:00 a.m. – 12:00 p.m.

8:00 – 8:50 a.m.

Keeping Up with Changes in the Noncompete Landscape

Lukas S. Boehning, Sarah A. Horstmann and Teresa M. Thompson

Employers are racing to keep up with recent changes in legislation, guidance and judicial perspectives regarding post-employment restrictive covenants, such as non-compete, non-solicitation and confidentiality provisions. This session will help employers find a path forward in light of recent changes and provide practical advice for employers seeking to protect business interests when an employee departs for a competitor.

9:00 – 9:50 a.m.

Agency Enforcement: Handling and Preventing Government Investigations and Charges

Erin M. Edgerton Hall, Krista A. P. Hatcher and David G. Waytz

2023 brought a surge of agency enforcement with a wide-ranging focus on wage and hour, sick leave, discrimination and more. Stretch your knowledge on how federal, state and local agencies are carrying out their mandates this year, what issues you should address to avoid government glare, what to expect from the process, and resolution if you are faced with agency action.

9:50 – 10:10 a.m.

Break

10:10 – 11:00 a.m.

Maneuvering Through the Maze of Sick Leave Laws

Ingrid N. Culp, Melissa R. Hodge and Penny S. Oleson

Is your head spinning thinking about sick leave laws? You are not alone! This session will cover compliance with Minnesota's paid sick and safe leave law going into effect on January 1, 2024 (applicable to all Minnesota employers with one or more employees), how it relates to the Minneapolis, St. Paul, Bloomington and Duluth paid sick and safe leave laws, and a brief discussion of what employers with employees outside of Minnesota need to consider to comply with sick leave laws around the country.

11:10 a.m. – 12:00 p.m.

Q&A Session

Nancy S. Anton, Ingrid N. Culp, Krista A. P. Hatcher, Bridget R. Penick, Anne M. Radolinski, Teresa M. Thompson and David G. Waytz

Advance with foresight as you get your questions answered during this live Q&A session.

