

Virtual Employment Law Program

June 4, 5, 8-10, 22 & 24, 2020

Please note the program is tentative and subject to change



Date	TIME	TITLE	DESCRIPTION	SPEAKER(S)
6/4/2020	12:00PM to 1:00PM Eastern Time	Informal Networking Lunch	Discuss employment law issues over an informal networking lunch (or breakfast) via zoom	
6/4/2020	1:15PM to 2:15PM Eastern Time	Implicit Bias	This presentation will discuss: <ul style="list-style-type: none"> • How to advise your client on implicit bias: This would cover advice on how to avoid implicit bias and how and why to train your employees on implicit bias. • Use of implicit bias in court: This would cover how plaintiffs are attempting to use implicit bias evidence to support employment discrimination claims, potential defenses to the use of implicit bias evidence, and how the courts are currently negotiating the use of implicit bias evidence in cases. 	Tara Kelly
6/5/2020	3:45PM to 4:45PM Eastern Time	Responding to EEOC Complaints	This session will discuss the steps that a municipal attorney should take upon receipt of an EEOC Charge, and will offer suggestions as to how to make a municipality's response to that Charge persuasive, effective, and, ultimately, more successful.	Douglas Haney Moderator: Beth Anne Childs
6/5/2020	5:00PM to 6:00PM Eastern Time	Networking Reception	Grab a drink and network with your colleagues from around the country via zoom.	
6/8/2020	1:15PM to 2:45PM Eastern Time	FMLA & the ADA including new EFMLA and FFCRA Considerations	This session will explore the complicated layer of laws and other considerations that apply when handling a public employee's medical issue, including the Americans with Disabilities Act (ADA) and Family Medical Leave Act (FMLA). This session will also provide an overview of the recently passed FFCRA, including EPSLA and the expansion of FMLA.	Jana Sullivan & Daniel White Moderator: Susana Alcala Wood
6/9/2020	1:00PM to 2:00PM Eastern Time	The Fourth Amendment and Drug Policies in the Workplace	It has often been said that one of the largest components of a local government's budget is for personnel costs. While there are many similarities between guiding employers between the public and private sectors, public employers have some additional concerns not faced by their private employment counterparts. The goal of this presentation is to provide public sector employers, particularly local governments, guidance and roadmaps to navigate through the complex issue of drug policies in the workplace and related issues. Additional topics may be presented.	Deidra Sullivan
6/10/2020	1:15PM to 2:15PM Eastern Time	Breaking Blue; Considerations in Advising and Defending in Police Disciplinary Actions	The presenters will provide insights on how to defend police disciplinary actions, particularly where pending litigation and Court Approved Settlement Agreement with the Department of Justice intersect.	Melissa Kountz & Lindsay Van Meter Moderator: Mujeeb Shah-Khan
6/22/2020	1:00PM to 2:00PM Eastern Time	Indoor Ethics Award: What Happens When Your Advocacy Goes Viral	Rules 1.3 Diligence; 2.1 Advisor, Rules 3.1- 3.5	Robin Cross Moderator: Lori Bluhm
6/24/2020	1:00PM to 2:00PM Eastern Time	Employment & Labor Law Issues in the Era of COVID 19	This presentation will cover a number of issues related to the pandemic and employment law, such as: reintegration of employees into the workplace, furloughs, requiring employees to wear masks in the workplace, etc. The presentation will also discuss issues regarding collective bargaining agreements in light of COVID, including financial implications.	Heather Poole & Heidi Brown Moderator: Silvia Kinch
6/24/2020	5:00PM to 6:00PM Eastern Time	Networking Reception	Grab a drink and network with your colleagues from around the country via zoom.	