

Employment Law Program

Virtual | June 2, 3, 6 & 7, 2022

Please note the program is tentative and subject to change



Thursday, June 2, 2022

TIME (EASTERN)	TITLE	DESCRIPTION	SPEAKER(S)
12:00PM to 1:00PM	Informal Networking Lunch	Spend an hour discussing employment law issues over an informal networking lunch (or breakfast) via Zoom.	
1:00PM to 2:00PM	From There to Here and Here to There, Hybrid Workers Are Everywhere	Cities and their managers should fully understand telecommuting policies, particularly when it comes to hybrid telecommuters, the location of any telecommuting employee, and the supervisor's clearly defined expectations. This presentation will discuss the DOL continuous workday rule and FLSA requirements applicable to telework. The presentation will also address Title VII disparate impact and treatment and other traps for the unwary but well-intentioned employer.	Robin Cross

Friday, June 3, 2022

TIME (EASTERN)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Navigating the Legal Complexities of Employees with Substance Abuse Issues	This presentation will discuss how employers should approach the issues that arise with current and former employees with substance abuse issues. The goal of this presentation is to provide public sector employees, particularly local governments, guidance on navigating through the ADA, FMLA and any fitness for duty issues involving employees who are current/former substance abuse users. Additional topics such as controlled substance and alcohol testing of employees and the utilization of employer sponsored employee assistance programs.	Deidra Norris Sullivan
2:15PM to 3:15PM	Implicit Bias	This presentation will discuss what implicit bias is and why it's important for government lawyers to be concerned about their implicit biases. The presentation will provide tips on how to combat and eliminate biases in the legal workplace. This presentation will discuss implicit bias in the context of hiring, retaining, and policies for municipal attorneys.	Tara Kelly
5:00PM to 6:00PM	Networking Happy Hour on Zoom	Chat about the program, employment law, or everything but on Zoom!	

Monday, June 6, 2022

TIME (EASTERN)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Government Ethics: Post-Employment Restrictions	Join a trio of municipal ethicists from the west coast, the windy city, and Pittsburgh to learn about ethics restrictions employees and officials face following public service. Discover the types of conduct, representation or appearances that are considered prohibited influence. Importantly, learn what restrictions may, or may not, apply to you as a government attorney. The panel will provide some historical background, insight into current application, a national overview, and best of all, how you can obtain guidance to comply with your local ethics rules to protect the trust and integrity of government.	Leanne Davis, Steve Berlin & Heather Holt
2:15PM to 3:15PM	Employment Law Updates in an Evolving Workplace	The 2022 employment law update reveals various key themes around expanded paid employee sick and medical leave benefits, movement away from vaccine mandates, and the employer challenges of remote workforces. Join Employer Management Attorneys Larry Lee and Blaine Bengtson as they highlight changes in employment law that may impact employers in the local, state, federal, and international workplaces, with special considerations for work-from-home policies. Learning Objectives: (1) Understand the upward trend in State Leave and Job protection laws; (2) renewed attention to anti-discrimination laws; (3) government response to pandemic in 2022; (4) legal implications of remote work; and (5) potentially other topics.	Larry L. Lee & Blaine Bengtson

Tuesday, June 7, 2022

TIME (EASTERN)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Beyond Human Resources: Diversity, Equity and Inclusion as Fundamental Principles	Our ability to address community issues such as economic and health disparities, sustainability, systemic racism, and lack of access to affordable housing and infrastructure, among others, requires input from various perspectives. Attracting and hiring a diverse workforce is critical to being able to provide well-rounded solutions to community issues, but is only a piece of the puzzle. Best practices also include creating an environment where diversity, equity, and inclusion are fundamental principles as well as top priorities. This discussion will include methods for assuring that pay, promotions and opportunities to participate are equitably distributed and that talent and input are equally valued and respected.	Jeannine Williams