

# Employment Law Program

Virtual | June 2, 5 & 6, 2023

Please note the program is tentative and subject to change



Last Updated: 03/21/23

## Friday, June 2, 2023

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	Great Expectations: The Pregnant Workers Fairness Act (PWFA) and The Providing Urgent Maternal Protections for Nursing Mothers (the PUMP Act)	The Pregnant Workers Fairness Act is a new law that was passed December 29, 2022, requiring a covered employer to provide reasonable accommodations to a workers' known limitations due to pregnancy, childbirth or related medical conditions, unless to do so will cause an undue hardship. The PUMP Act, in contrast, modifies the 2010 Breaktime for Nursing mothers Act by extending its protections to most exempt employees, clarifies that employees should be paid for such time, if not relieved of all duties and provides for an individual cause of action for monetary damages, if the employer fails to comply. The presentation will cover the applications of these statutes, the interplay between these statutes and the ADA, as well as the PDA, and affirmative steps covered municipal employers should take in advance of the six-month interval between the effective date of the PWFA and the anticipated EEOC regulations.	Robin Cross
2:15PM to 3:15PM	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 have a history of substance abuse. Additional topics such as controlled substance and alcohol testing of employees and the utilization of employer sponsored employee assistance programs.	Deidra Sullivan

## Monday, June 5, 2023

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Implicit Bias TBD		Tara Kelly
2:15PM to 3:15PM	Defending Harrassment and Sexual Harrassment Claims TBD		Jenna Adams

## Tuesday, June 6, 2023

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	EEOC's Strategic Enforcement Plan for 2023-2027: What You Need to Know.		Larry L. Lee & Blaine Bengtson
2:15PM to 3:15PM	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 the legal support necessary for government employment policies that support internal and external DEI efforts.	Jeannine Williams