

Employment Law Program

Virtual | May 30, 31 & June 3, 2024

Please note the program is tentative and subject to change



Last Updated: 02/26/24

Thursday, May 30, 2024

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
12:00PM to 12:55PM	Informal Networking Lunch	Spend an hour discussing employment law issues over an informal networking lunch (or breakfast) via Zoom.	
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 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
2:15PM to 3:15PM	The EEOC's Proposed Enforcement Guidance on Workplace Harassment: Implications for Your Municipality	Despite decades of responsive HR policies, mandatory trainings, and awareness, harassment remains a looming, lingering issue in the workplace. Between fiscal years 2016 and 2022, more than one-third of charges received by the Equal Employment Opportunity Commission ("EEOC") included an allegation of harassment. Consistent with the EEOC's FY 2024-2028 Strategic Enforcement Plan, in September 2023, EEOC released Proposed Enforcement Guidance on Harassment in the Workplace. If issued in final, the new sub-regulatory document would mark the first update on harassment guidance in twenty-five years. The updated proposed Guidance reflects notable changes in the law, including SCOTUS's decision in the trio of cases known singularly as Bostock, as well as the #MeToo movement and emerging issues such as online harassment.	Anne Milligan

Friday, May 31, 2024

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Defending Your Municipality Against Harassment and Sexual Harassment Claims.	This session will give a general overview of what is harassment/sexual harassment and the general defenses on behalf of municipalities. It will also cover various strategies in defending against harassment/sexual harassment claims while providing specific case examples. Finally, this session will touch on how to investigate and document harassment/sexual harassment allegations.	Jenna Adams

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
2:15PM to 3:15PM	Avoiding the River Styx: Integrating Leave and Light Duty Policies under PWFA, ADA, PDA, FMLA, Sick, Annual, Comp Time, Workers' Comp (and Beyond!)	The Pregnant Workers Fairness Act (PWFA) became effective June 27, 2023. Prior to June 2023, the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA) presented some of the biggest absence management compliance challenges for employers. The PWFA shares a lot of commonalities with the ADA and FMLA – but is very different in its approach. This session will address both those commonalities as well as the differences between these separate laws as well as the interplay with other leave programs.	Robin Cross

Monday, June 3, 2024

TIME (Eastern)	TITLE	DESCRIPTION	SPEAKER(S)
1:00PM to 2:00PM	Governing with Diversity, Equity and Inclusion as Fundamental Principles	Addressing community issues such as lack of access to affordable housing and infrastructure, economic and health disparities, sustainability, and systemic racism requires sound legal advice. Best practices include creating an environment where creative solutions to social issues are valued and respected and diversity, equity, and inclusion (DEI) are fundamental principles. This discussion will include DEI policies and state pre-emptions surrounding these policies, including structural racism initiatives; anti-LGBTQ+ legislation; environmental, social and governance limitations; and the resulting protests surrounding these issues.	Jeannine Williams
2:15PM to 3:15PM	How to Combat 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 your own implicit biases and those you see expressed by others.	Tara M. Kelly