



IMLA 2025 Employment Law Program

Virtual
May 29-30, 2025

Thursday – May 29, 2025

| Time (Eastern) | Session | Speaker(s) |
|-----------------------------|--|---|
| 12:00 PM – 12:45 PM Eastern | Welcome Lunch Spend time discussing Employment Law issues over an informal networking lunch (or breakfast) via Zoom. | |
| 1:00 PM – 2:00 PM Eastern | Making Remote Work Work During the COVID-19 pandemic, remote work gave organizations—including local governments--a way to continue operations and keep employees and residents safe. In the years since, many local governments have retained remote work options as a benefit for purposes of employee retention, cost reduction, and a more inclusive, diverse workplace. But these arrangements are not without their challenges. Since 2021, the City of Durham has implemented a Flexible Work Arrangements Policy. In early 2025, the City's Audit Services Department completed an internal audit of the policy, assessing the extent to which the City's practices complied with its Policy and identifying opportunities for risk reduction. This presentation will first address the legal and practical considerations for developing remote work policies generally and identify how the City of Durham incorporated these considerations into its own Policy. The presentation will then turn to Audit Services' review of the Policy in practice and identify opportunities for building effective internal controls and reducing risks when implementing these policies. | Anne Marie Tosco, Germaine Brewington & Sonal Patel |
| 2:30 PM – 3:30 PM Eastern | Implicit Bias and Workplace Equity This presentation will provide a practical overview of implicit bias in the workplace and its legal and organizational implications. Attendees will explore how unconscious bias can impact employment decisions and create risk under anti-discrimination laws such as Title VII, the ADA, and the ADEA. The presentation will also highlight proactive steps employers can take to foster a more inclusive culture, from implementing bias-aware policies to promoting diversity and equity in hiring, leadership, and day-to-day interactions. Designed for legal professionals advising employers or managing workplace issues, this session blends legal insight with actionable strategies to help reduce risk and support positive change. | Rebecca Hayward & Clarissa Rodriguez |
| 3:45 PM – 4:45 PM Eastern | Managing Employee Illness in the Workplace: Legal Considerations and Best Practices This training provides an in-depth legal framework for managing employee illness in the workplace while ensuring compliance with key employment laws, including the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and Workers' Compensation laws. The session will guide lawyers on how to advise clients in handling medical leave, disability accommodations, and return-to-work protocols, including fitness-for-duty evaluations. | Deidra N. Sullivan |

Friday – May 30, 2025

| Time (Eastern) | Session | Speaker(s) |
|-------------------------------|---|---|
| 12:00 PM – 1:00 PM Eastern | Considerations in Employee Performance Management and Discipline A valuable tool in mitigating legal risk down the road is effective performance management, and, when necessary, well-crafted disciplinary documents. This class will discuss navigating these areas and avoiding legal pitfalls along the way. | Elisabeth Kaylor, Nastasha Anderson & Omoniyi Olayiwola |
| 1:30 PM – 2:30 PM Eastern | Avoiding the “Handbook to Hell” Best practices to avoid the courthouse. Employee Handbooks are the first defense for a municipality seeking to protect itself from future liabilities. They are also one of the first “go-tos” for a plaintiff’s lawyer looking to avoid at-will employment, establish a discriminatory pattern or practice or find evidence to support their client’s claims. Learn what policies must be in your employee handbooks as well as phrases and terms that you should avoid. This informative CLE program will outline for you the do's and don'ts of drafting an effective well-written Employee Handbook. It will examine judicial decisions, issues and provide practical tips to avoid litigation. | Robin Cross |
| 3:00 PM – 4:00 PM Eastern | DEI did not DIE: The Framework for Municipal DEI Policies Within Existing Federal and State Nondiscrimination Laws This webinar is a discussion of how municipal Diversity, Equity and Inclusion policies fit within the framework of existing federal and state nondiscrimination laws. The webinar will also address recent DEI related orders and case law affecting municipal government. | Jeannine Williams |

Last Updated: 04/09/25. Please note the agenda is tentative and subject to change.