

**A New Administration. A New World.
FORGET THE NEW NORMAL!**

30th Annual
LABOR & EMPLOYMENT LAW SEMINAR
Presented by the Labor & Employment Law Group of McNees Wallace & Nurick LLC

**Thursday & Friday
June 10-11, 2021**



AGENDA - THURSDAY, JUNE 10

10:00 Welcome & Opening Remarks - Jennifer Will
11:15a and
Diversity, Equity & Inclusion Fundamentals for HR Professionals

Presented by Jennifer Will and Deborah Vereen, CCDP/AP (The Vereen Group)

This session is designed to empower Human Resources professionals and In-House Counsel to address and champion diversity, equity and inclusion in the their organizations. We will discuss the legal requirements regarding workplace discrimination and harassment before taking a deeper dive into other DEI workplace issues to provide attendees with the tools necessary to develop and implement DEI strategies for their workplaces.

11:30a **2020 The Year Best Suited for the Rear View**
12:30p

Presented by Schaun Henry, Ursula Siverling and Anne Zerbe

COVID-19 challenges for employers and employees alike were fast and furious in 2020. The good news is that employers started off 2021 with confidence in their ability to adapt to unpredictable changes and unprecedented issues. What did we learn from 2020 and what's next?

During this session, we will review the unique issues and requirements that arose due to COVID-19, discuss the new legal obligations that employers face as a result of the pandemic and review the biggest challenges facing employers in 2021, including returning employees to the office, vaccinations, and addressing the workforce as the pandemic (hopefully) winds down. This scenario driven session will explore some of the unique challenges facing employers in 2021 and beyond.

1:00 **ADA/FMLA/WC Scenarios: HR's Role in Managing Employees**
2:00p **with Mental Health Issues**

Presented by John Baker and Kelley Kaufman

Navigating situations involving employees with mental health issues in the workplace is an emerging issue for employers and will only increase in the wake of the COVID-19 pandemic. This session will work through the legal context and provide scenarios and best practices for supporting employees with mental health issues, and work through related medical leave and accommodation needs, as well as workplace safety questions that can arise.

2:15 **Wage & Hour Law in 2021 (and Beyond): Keeping Up with**
3:15p **Changes in Federal and State Law**

Presented by Adam Long and Micah Saul

The end of the Trump Administration and start of the Biden Administration have triggered a flurry of changes and activity in the area of wage and hour law. Wage and hour compliance has long presented challenges for employers, and the risks associated with non-compliance continue to grow. Employers face overtime exemption requirements in flux, regulations and opinion letters issued and withdrawn, growing inconsistency between federal, state, and local requirements, and the continuing proliferation of class action litigation. This session will provide an update on wage and hour cases and regulatory activity over the last year and what employers should expect in 2021 and beyond. This session also will highlight critical compliance issues for employers in our very different COVID-dominated world.

3:30 **Employee Benefits in the COVID (and Post-COVID) Era**
4:30p

Presented by Eric Athey, Renée Lieux and Kimberly Weibley

The past year was unprecedented in many ways, including benefits compliance requirements. This session reviews recent changes involving COBRA, dependent care assistance plans, compliance deadlines, plan reporting requirements and other issues. We will also cover the Biden Administration's agenda for benefits and discuss necessary planning.

Day 1 Closing Remarks - Eric Athey

**YOU WON'T WANT TO MISS
DAY 2 OF THE SEMINAR!**

Check out Day 2's seminar agenda on the next page



AGENDA - FRIDAY, JUNE 11

10:00 - 11:15a **Welcome & Opening Remarks - Adam Santucci and Biden's Labor Board: What's On the Agenda (Again)?**

Presented by Brian Jackson and Adam Santucci

The Biden Administration has wasted no time making it clear that it is a friend of labor. This session will explore how the National Labor Relations Board will likely begin to implement the policies of the Biden Administration, and also examine some (scary) potential legislation that could have a major impact on labor organizing in the United States. The Protecting the Right to Organize ("PRO") Act would be the most sweeping change to labor law in the in nearly 100 years if passed. We will explore the PRO Act in detail during this session.

11:30a - 12:30p **Perils of the Digital World: An Employer's Guide to Dealing with Data Breaches**

Presented by Devin Chwastyk and Langdon Ramsburg

The Pennsylvania Supreme Court has made it clear that employers in the Commonwealth have a duty to protect their employees' personally identifiable information. This session explores several "wargaming" scenarios to find out how audience members might respond if their organization faced a cyberattack. The presenters will provide advice on policies and other best practices for employers to protect confidential and personal information from unauthorized disclosure.

1:00 - 2:00p **Litigation Trends: Privacy, Pay, Equity, COVID, ADR, Going Virtual**

Presented by William Boak, Alan Boynton, Mark Hipple and Brittany Jones

In this session, we will discuss some of the litigation trends that emerged in 2020, and those we expect to see in 2021 and beyond. In 2020, the COVID-19 pandemic, the shift to remote work, and the nationwide attention on social justice issues, brought unique challenges to the workplace. We will review some of the key cases and lessons learned from 2020 to help employers avoid litigation in these areas. With the new presidential administration, employers can expect a greater focus on government enforcement and litigation for the next four years. We will discuss some of the areas that may be ripe for future litigation, as we anticipate increased regulations and aggressive enforcement of workplace laws.

2:15 - 3:15p **Workplace Safety: In the Era of COVID and Medical Marijuana**

Presented by Denise Elliott and Andrew Levy

We will discuss recent developments at OSHA, including the recent National Emphasis Program on COVID-19 high hazard industries and the anticipated COVID-19 OSHA Emergency Temporary Standards (if they are issued). We will also cover the evolving Pennsylvania state COVID-19 mitigation requirements, how to avoid OSHA retaliation concerns, what you need to know about COVID and workers' compensation and the latest on Medical Marijuana in the workplace and enforcement of drug testing policies.

Closing Remarks - Andrew Levy

WE ARE LOOKING FORWARD TO SEEING EVERYONE LIVE AND IN-PERSON AT NEXT YEAR'S SEMINAR ON FRIDAY, MAY 13, 2022.

Approved for 9.0 CLE, 9.0 CPE, 9.0 SHRM, and 9.0 HRCI credits.

Seminar Registration Cost:
\$239 for both days
Registration includes access to all McNees Labor & Employment webinar content via the McNees Channel through 12/31/2021.



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