

35<sup>th</sup> Annual Labor & Employment Law Seminar

# Employment law in motion:

## Managing risk in a rapidly changing workplace

8:30 – 9:00 a.m. - Breakfast

### 9:00 - 10:45 a.m. - Welcome and Opening Session

#### Welcome and Introductions

#### Key Labor & Employment Law Developments for 2026

Jennifer Will, Mark Hipple, and Langdon Ramsburg

10:45 – 11:00 a.m. - Break

### 11:00 a.m. - 12:00 p.m. - Breakout Sessions 1

#### What's Keeping You Up at Night?

Adam Santucci - moderator

What is waking you up in the middle of the night? A surprise visit from the government? A union organizing campaign? Your supervisors and managers? A moderated panel of industry and HR leaders will discuss some of the things that are keeping us awake at night and the best practices for addressing those emergent issues.

#### Employee Benefits Update

Renee Lieux, Aubrey Emig, and Scott Gehman

From audits to court cases, executive orders to plan errors, this session will cover a myriad of topics related to employee benefits. Join Renee Lieux from McNeese, Aubrey Emig, CPA from McKonly & Asbury, and Scott Gehman from Conrad Siegel, as they discuss trending issues in the world of employee benefits.

#### Public Sector Collective Bargaining Trends

Mark Fitzgerald and Bonnie Young

Public sector labor negotiations often have unique twists and turns. There are pressures from elected and appointed officials, and the budget. And that is before you even get to the table. This session will examine what is trending at the bargaining table for public sector employers in Pennsylvania, small and large. Hear from two attorneys who are regularly on the front lines of labor disputes across the state. We will also discuss the changes in the litigation landscape and potential trends resulting from the Trump Administration.

12:00 – 1:00 p.m. - Lunch Break

### 1:00 - 2:00 p.m. - Breakout Sessions 2

#### Cutting Through the Complexity: A Guide to Managing Accommodation Requests

Andrew Levy and Sarah McGowan

Accommodation requests (and claims) are rising, and managing them effectively is critical to reducing legal risk. Employers must effectively respond to accommodation requests based on religion, mental or physical disability, and pregnancy, and balancing the business hardships with the legal risks is often complex. This session will provide a roadmap for navigating today's accommodation challenges, including how to identify situations where multiple laws intersect, conduct an interactive process that satisfies legal requirements, avoid common retaliation pitfalls, and create documentation that withstands scrutiny from agencies and courts.

#### From Offer Letter to Offboarding – Lock Down Your Competitive Advantage

Mark Hipple and Robert McAvoy

This session will explore how an organization can protect its competitive edge throughout the entire employment lifecycle. From trade secrets to confidential information, customers to employees, we will explore strategies for protecting these key assets from unfair competition.

### 1:00 - 2:00 p.m. - Breakout Sessions 2 (continued)

#### Crisis Management – Creating a Response Playbook

Schaun Henry and Abbegael Giunta

The employment law world has always presented employers with difficult situations. Today, employers face more dangers, both external and internal, than ever before. Join us as we explore practical solutions to address perilous situations, including ICE enforcement actions, high-profile employee misconduct, and internal and external investigations.

2:00 – 2:10 p.m. - Break

### 2:10 - 3:10 p.m. - Breakout Sessions 3

#### Wage and Hour Compliance in 2026 and Beyond

Adam Long and Austin Wolfe

Technological developments have dramatically changed our workplaces and how employees work. In the face of such rapid change, wage and hour laws mostly have not evolved, presenting outdated 20th-century legal requirements in a 21st-century world. This session will highlight critical compliance issues for employers, with a focus on trending issues in litigation and government investigations and areas of concern that present the most significant potential liability for the unwary employer.

#### From Policy to Practice: Equipping Managers (and HR!) to Execute

Kelley Kaufman and Kristen Evans

This session will equip leaders and HR professionals with practical guidance for creating personnel policies that are clear, flexible, and built for the realities of today's workplace. Participants will learn how to craft policies that are accessible to employees while supporting legal compliance, sound decision-making, and business agility. This session will also provide guidance on preparing managers to consistently uphold and execute policies with confidence, strong judgment, and alignment.

#### Compliance Challenges for Multistate Employers & Remote Work

Ursula Siverling and Madeleine Campbell

This session will review key compliance issues and state law updates for multi-state employers and provide best practices for employers with a remote workforce. Attendees will gain practical guidance on managing multi-state employment considerations to mitigate risks across jurisdictions and strengthen internal processes.

3:10 – 3:20 p.m. - Break

### 3:20 - 4:20 p.m. - Breakout Sessions 4

#### AI in the Workplace – What's an Organization to Do?

Micah Saul and Greg Archibald

Rapidly developing artificial intelligence technology promises many solutions to employers' most challenging issues – increased productivity, streamlined recruiting and applicant evaluation, and objective, data-driven performance management, to name a few. But when AI is mismanaged, the solution can create problems of its own. In this session, we will discuss emerging AI trends in the world of employee relations and offer practical insights for reducing risks while implementing these programs.

#### Company Culture, DEI, and Anti-Harassment in a Polarized Workplace

Anne Zerbe and Denise Elliott

As cultural and political tensions intensify, both in and out of the workplace, cultivating an inclusive and respectful workplace has never been more challenging or critical. This session will break down emerging risks (e.g., so-called reverse harassment claims), evolving expectations (e.g., calls to scrap DEI programs), and actionable steps employers can take to reduce legal exposure while strengthening employee trust and maintaining a positive workplace culture.

*This program is approved for CLE Substantive, 5.5 hours /  
CPE Management, 5.5 hours / SHRM, 5.5 hours / HRCI, 5.5 hours (pending)*