



2023 Florida Regional Employer Conference

Thursday, October 12 | Miami, FL

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:30 a.m.

2023 Employment Law Update

A perennial favorite at the firm’s Executive Employer Conference, now brought to the Florida Employer. This session will update our audience with a fast-paced, highly entertaining session providing an opportunity to understand the unique challenges facing Florida employers given the latest court cases, legislative and regulatory activity, and other crucial developments affecting the workplace and their responsibilities. As in the past, we have assembled a terrific panel of Littler attorneys who will guide the audience through the maze of new developments and prepare them for the challenges ahead.

Speakers:

- Lori Brown, Office Managing Shareholder - Miami
- Kimberly Doud, Office Managing Shareholder - Orlando

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 11:45 a.m.

Breakout 2A | Don’t Act Out: Navigating Employee Medical Issues and Reducing Liability

Managing employee medical issues or responding to a related medical disclosure can present a complex web of challenges requiring an understanding of legal compliance and application of organizational policy. It is essential that managers and supervisors understand an employee’s rights and an organization’s obligations under various statutes and the steps they must take in responding promptly and appropriately to an employee with a disability, a serious health condition, or who has known limitations associated with pregnancy. During this 60-minute interactive program, Rocio Blanco Garcia and Lauren Robertson, with the assistance of audience members, will walk attendees through various leave and accommodation issues and provide practical guidance on how to mitigate risk under the Americans with Disabilities Act, Pregnancy Discrimination Act and Pregnant Workers Fairness Act, Family and Medical Leave Act, and Florida’s workers’ compensation law.

Speakers:

- Rocio Blanco Garcia, Shareholder - Miami
- Lauren Robertson, Associate - Orlando

10:45 a.m. – 11:45 a.m.

Breakout 2B | The Labor Movement's Move to the Sunshine State and What It Means for Your Business

This panel will discuss an overview of unions, the “new” union movement, the National Labor Relations Board’s drastic policy changes, and provide practical, proactive steps for your business to deal with this changing landscape.

Speakers:

Philip Marchion, Shareholder - Miami
Elizabeth Carter, Associate - Orlando
Tyler Sims, Associate - Newark

11:45 a.m. – 1:15 p.m.

Lunch Keynote | Talent Retention: Strategies for Success in Interesting Times

Little’s Chief Talent Officer Melissa Cee will discuss with Professor Anthony Klotz different generational needs and approaches unique to today’s workforce. From there, they’ll address how employers can limit surprises in the hiring process, better understand ‘quiet’ and ‘loud’ quitting and best practices in job crafting.

Speakers:

Melissa Cee, Chief Talent Officer - New York
Professor Anthony Klotz, Associate Professor of Organizational Behavior at the UCL School of Management - London, England

1:15 p.m. – 1:30 p.m.

Break

1:30 p.m. – 2:30 p.m.

Breakout 4A | Effectively Auditing for Wage and Hour Compliance to Avoid Common, Costly, FLSA Claims

In this session, Litter Florida wage and hour subject matter experts will explore best practices to use when auditing your organization for wage and hour compliance. The session will use insights gained from commonly filed wage and hour litigation in Florida to provide strategies to effectively identify and eliminate potential wage and hour violations.

Speakers:

Miguel Morel, Shareholder - Miami
Jessica Travers, Shareholder - Orlando
Natalie Storch, Of Counsel - Orlando

Breakout 4B | Change the Things You Can: Avoiding Foreseeable Pitfalls in the Enforcement of Restrictive Covenant (Non-compete) Agreements in Florida

While Florida employers may have to simply accept some of the risks of the current administration’s several pending challenges to the use of restrictive covenant agreements on a federal level, it becomes even more important not to make avoidable errors or omissions in drafting and implementing such agreements under Florida state law. Two emerging issues are particularly important. First, how (or whether) to define the scope of territorial (and other) restrictions in the context of remote workers conducting business through virtual meetings, etc. Second, formulating agreements that can survive future mergers, acquisitions, restructuring or even rebranding.

Speaker:

Courtney Wilson, Shareholder - Miami

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:45 p.m.

AI in the Workplace

Artificial intelligence (“AI”) is undeniably transforming the workplace as employers increasingly rely on algorithms to determine who gets interviewed, hired, promoted, developed, disciplined, or fired. AI-powered programs such as ChatGPT have made headlines by writing essays on complex topics and even passing medical and law school exams. This presentation will explore the widespread benefits and legal risks of using AI in the workplace, the emerging regulatory landscape for workplace AI, and steps that employers can take to reduce their risks when using these tools.

Speaker:

Bradford Kelley, Shareholder - Washington, D.C.

3:45 p.m.

Cocktail Reception