



2023 Ohio Regional Employer Conference

Thursday, October 5 | Cleveland, OH

8:00 a.m. – 8:30 a.m.

Registration and Breakfast

8:30 a.m. – 9:45 a.m.

2023 Employment Law Update

Fast-pasted session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled a terrific panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

Eddie Chyun, Shareholder - Cleveland

Alex Frondorf, Shareholder - Cleveland

Shannon Patton, Shareholder - Cleveland

9:45 a.m. – 10:00 a.m.

Break

10:00 a.m. – 11:00 a.m.

Breakout 2A | Are Restrictive Covenants and Trade Secrets in Jeopardy? Updates and a Practical Plan for the Future

Does the FTC's proposed new rule place restrictive covenants in jeopardy? Is the DTSA the new wave of protecting your client and customer relationships? Get the latest updates on restrictive covenant and trade secret laws across the United States. The session will start with a lively discussion and debate regarding the FTC's proposed ban on non-competition agreements, followed by practical advice concerning the future of restrictive covenants and trade secret protection.

Speakers:

Ryan Morley, Office Managing Shareholder - Cleveland

Brian Fitzgerald, Associate - Cleveland

John Hofstetter, Associate - Cleveland

Breakout 2B | Age Discrimination Across Generations in the Workplace

How to avoid the possibility of a coming “perfect” litigation storm with rapid growth in the number of older workers remaining in the workforce and a new generation joining the workforce. The EEOC also alleges that despite decades of research finding that age does not predict ability or performance, employers continue to fall back on precisely the ageist stereotypes. This panel will examine the latest data and litigation trends to provide employers with what can be done to minimize risk and increase compliance.

Speakers:

Shannon Patton, Shareholder - Cleveland

Jenny Orr, Of Counsel - Cleveland

Nate Pangrace, Of Counsel - Cleveland

Azure’D Metoyer, Associate - Columbus

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:15 p.m.

Breakout 3A | AI Adoption in the Workplace and the Future of Work

AI-driven tools are the future of operations. Employers big and small are under pressure to make smart, cost-driven choices when selecting AI tools for use across the entire employment lifecycle, from talent attraction and recruitment to performance assessment, employee development, and even attrition analysis. Simultaneously, regulators are increasing their scrutiny of these tools, and starting in 2023, employers will face onerous AI regulation in New York, California and beyond. This panel will deliver what business leaders need to do now, along with preparing for a future with AI: a practical guide to mapping out an intelligent AI investment strategy, evaluating AI tools and uses, understanding the nuances of emerging AI laws, and balancing the benefits of AI implementation with the litigation and compliance risks that are emerging at local, state, federal and global levels.

Speakers:

Mickey Chichester, Shareholder - Detroit

Aliah Hasan, Associate - Columbus

Monica Sislak, Associate - Cleveland

Breakout 3B | Inclusion, Equity & Diversity 2.0 – How to Attract Multi-Generational Candidates and IE&D’s Most Pressing Issues

In this session, Littler’s subject matter experts will share their top insights on the latest developments raising continuous challenges for the employer community, including pay equity and transparency, ESG reporting, affirmative action, and IE&D focused litigation as well as ongoing initiatives to attract top talent across different generational candidate pools.

Speakers:

Paul Bateman, Chief Inclusion, Equity & Diversity Officer - Chicago

Lisa Kathumbi, Office Managing Shareholder - Columbus

Sai Kalvala, Associate - Cleveland

Lysette Roman, Associate - Cleveland

12:15 p.m. – 1:45 p.m.

Keynote Lunch | Zap the Generational Gap: Transforming, Recruiting, Retaining, and Engaging Multi-Generational Teams

The workforce, and possibly your household, spans across five generations and having a Generational Misunderstanding is nothing new. Each generation has experienced the pandemic through a different generational lens. On one end of the spectrum, the younger generations in the workforce, are beginning their careers during one of the largest global upheavals the world has experienced. On the other end, an entire generation, on the precipice of retirement, is learning how to conduct business in an increasingly digital environment. It can be a struggle to find the right balance between the sometimes-conflicting needs of each generation.

In this presentation, Meagan Johnson, a nationally recognized multi-generational expert, and generational studies enthusiast, will delve into:

- The best way to assist each generation in a post pandemic environment
- How to create generational Inclusivity
- The common denominators across the generations
- How generational insensitivity can impact you and your organization
- The different generations and how their generational signposts shape their expectation of the workplace
- The steps to create a generationally robust culture
- The top generational engagement factors
- Different recruitment techniques for the younger generations
- How leadership optics changes and challenges each generation

1:45 p.m. – 2:00 p.m.

Break

2:00 p.m. – 3:00 p.m.

Breakout 5A | The Real State of the Union and What's Next for Employers

Unions received generous news coverage in the past year and a half, but are unions truly making a comeback? In this session, Littler's Traditional Labor Law attorneys go beyond the headlines and hype and explain the real state of union organizing. The panelists will share take-aways from recent organizing campaigns and NLRB litigation – the causes, themes, and targets employers should account for as part of a comprehensive approach to labor relations. Attendees will leave this session with a deeper understanding of the current union environment and the steps their organizations can take to better advance their philosophies on employee engagement.

Speakers:

Erik Hult, Shareholder - Columbus

Kameron Miller, Of Counsel - Charleston

Jason Hartzell, Associate - Cleveland

Breakout 5B | Disability Accommodations, FMLA & Other Leaves of Absence – Planning for Now and Later

This interactive panel session will feature attorneys who routinely address leave and accommodation issues in their practices. These panelists will present on developments in the FMLA and ADA space, litigation trends, and discuss their respective (and sometimes competing) views on the anticipated importance of those developments now and in the future and how generational differences color some of the requests for leave and accommodations employers see. Panelists will discuss noteworthy case law and pending cases, recommended practices as employers find themselves in new, and sometimes unfamiliar, territory in the leave and accommodation space, and the generational component that may require a different lens to answer employee requests for leaves and accommodations. As requests for parental leave (not just maternity leave), emotional support animals at work, accommodations for invisible disabilities, marijuana legalization, and using leave to care for an elderly family member become more prevalent, come ready to learn and discuss how to confront these new challenges while tailoring your messaging to your ever-changing workforce.

Speakers:

Bonnie Kristan, Shareholder - Cleveland

Amy Ryder Wentz, Shareholder - Cleveland

Trevor Hardy, Associate - Cleveland