



# 2022 ARIZONA REGIONAL EMPLOYER CONFERENCE



The Accelerating Evolution of the Workplace...We Got This!  
Thursday | October 13, 2022

8:00 a.m. — 8:30 a.m.

## Registration & Breakfast

8:30 a.m. — 8:45 a.m.

## Welcome Announcements

8:45 a.m. — 9:45 a.m.

## 2022 Employment Law Update

The last few years were a blur for many with shutdowns, vaccines, and OSHA and state regulations coming into play. And 2021 and 2022 were met with lawsuits questioning whether those regulations could even be enforced, rapid court rulings, reopenings, variants and differing rules on masking. We've been living with COVID in the workplace for the past two years and it's been exhausting. With all of that, we want to take a short breather from all things COVID. It's time to take a look at the new things happening in employment law.

Join Littler attorneys as they walk you through the latest court cases, legislative and regulatory activity, and crucial developments that will affect your workplace and your responsibilities. More specifically, you will learn how they relate directly to you and what you should be made aware of here and now! They will guide you through the maze of new developments and prepare you for the challenges ahead.

### Speakers:

Shawn Oller, Shareholder, Phoenix

Sarah Watt, Associate, Phoenix

Ian Beck, Associate, Phoenix

9:45 a.m. — 10:00 a.m.

## Break

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10:00 a.m. — 11:00 a.m.

## NLRB General Counsel's Efforts to Administratively Implement the PRO ACT

Join Littler attorneys Fred Miner and Yijee Jeong as they provide an update for employers navigating the agenda of the Biden National Labor Relations Board and General Counsel Jennifer Abruzzo.

As the Protecting the Right to Organize Act (PRO Act) continues to stall, employers should remain on notice. GC Abruzzo has signaled through advice memoranda and enforcement actions that she is seeking to achieve the objectives of the PRO Act by promoting labor representation and collective bargaining, restricting employer rights and establishing significant new penalties for unfair labor practices through Board adjudications.

### Speakers:

Fred Miner, Shareholder, Phoenix

11:00 a.m. — 11:15 a.m.

## Break

11:15 a.m. — 12:15 p.m.

## Social Media Challenges in the Workplace

Social media plays a dominant role in our day-to-day lives – for better or worse. Social Media in the Workplace is a challenge, but it's here to stay. Is it making our jobs easier? Harder? Causing unintended consequences? This presentation explores pitfalls, HR nightmares, emojis, and offers best practices for crafting your social media policy and checking out those applicants. Littler attorneys will walk you through what you need to know regarding how to stay professional, compliant, and in the know about social media rules and regulations to follow and implement in your workplace.

### Speakers:

Michael Guillian, Associate, Phoenix

Carlos Gutierrez, Associate, Phoenix

Amanda Browder, Associate, Phoenix

12:15 p.m. — 1:15 p.m.

## Lunch and Networking

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1:15 p.m. — 2:15 p.m.

## Contingent Workers in the Expanded Work-from-Home Economy: Legal Updates and Government Enforcement Priorities

Join Littler attorneys as they walk you through everything you need to know regarding contingent workers in the new work-from-home employment environment. As more and more companies offer fully remote and hybrid office attendance positions, the attitudes of management and HR regarding contingent workers are also evolving. The acceptance of supplementing the workforce with contingent workers is growing, but what are the legal risks? This session will cover the latest legal developments regarding joint employer liability, independent contractor misclassification, jury verdicts and judgments and government enforcement priorities.

### Speakers:

Josh Waltman, Shareholder, Phoenix  
Pablo Castellanos, Associate, Phoenix

2:15 p.m. — 2:30 p.m.

## Break

2:30 p.m. — 3:30 p.m.

## Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios

It's "Bring a Littler Lawyer to Work" Day! This program will feature vignettes involving HR professionals and, in some instances, a high-maintenance employee, posing complex leave and/or accommodation scenarios for discussion. Littler attorneys will talk through the legal and practical issues as they work toward a resolution for each situation that will enable employers to build a compliant, but also workable, response. Topics will include complex return to work and work-from-home battles, performance issues commingled with protected leaves or accommodations, leave obligations beyond FMLA, organizational changes and the impact of the FMLA/ADA on those changes, and more.

### Speakers:

Andrea Lovell, Office Managing Shareholder, Phoenix  
Kristy Peters, Office Managing Shareholder, Phoenix

3:30 p.m.

## Cocktail Reception