



2022 CAROLINAS REGIONAL EMPLOYER CONFERENCE



The Accelerating Evolution of the Workplace...We Got This!
Thursday | September 8, 2022

8:30 a.m. — 9:00 a.m.

Registration and Breakfast

9:00 a.m. — 10:15 a.m.

Finding Beauty in Change: The Metamorphosis of Work

The news is full of stories about the “Great Resignation.” Many employers are weathering a particularly painful perfect storm of the labor shortage, the supply chain crush and, of course, the pandemic that never ends.

As employees come and go, employers wonder: Where are they going, and how can we incentivize talented people to join us, stay with us and be productive? How can we predict what employees need and want, without overhauling the fundamentals of doing business in an everchanging economy? How can we achieve our commitment to equity when it’s harder than ever to retain women? To add to these challenges, none of the old answers seem to crack the complex coded mystery of what is happening with the workforce.

And just as employers are coming to grips after two years of intense regulatory activity related to COVID-19, the Dobbs decision raises the specter of additional and even more complex compliance considerations. Employers will need to evaluate the extent to which state laws restricting abortion may impact their health care plans, privacy practices, leave accommodations, company culture and other employment policies.

In this program, we will examine the idea that the change we are living through in our workplaces is more than a pandemic, more than a shift in generations, and more than a new way of looking at how and where we work. Instead, it is a sociocultural metamorphosis affecting the fundamental connection and expectations between employer and employee. And it’s not over.

Speakers:

- Kellie Tabor, Shareholder, Charlotte, NC
- Rene Toadvine, Shareholder, Charlotte, NC
- Matt Brown, Of Counsel, Charlotte, NC

10:15 a.m. — 10:30 a.m.

Break

10:30 a.m. — 11:30 a.m.

A Practical Primer on Inclusion, Equity & Diversity Programs

IE&D is a business necessity for many employers because of its bearing on engagement and collaboration in the workplace, legal compliance, branding, business opportunities, recruitment and retention. From local businesses to international conglomerates, companies are tackling the difficult questions surrounding developing and implementing a best-in-class IE&D program. Cutting-edge initiatives include analyzing important diversity metrics and navigating the legal landscape and cultural issues that are inevitably associated with this topic.

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In this session, Littler attorneys offer their extensive and unique experience in creating, implementing and managing legally compliant IE&D programs. Our attorneys will demonstrate, by way of a case study, how one employer has developed IE&D policies for all its (international) locations and boosted IE&D collaboration. Panelists will also share their informed perspectives on legal and compliance issues regarding IE&D. We will also discuss how clients facing crisis situations in the IE&D space can navigate resolution without incurring reputational harm.

Speakers:

Steve Dellinger, Office Managing Shareholder, Charlotte, NC

Nina Markey, Shareholder, Philadelphia, PA

11:30 a.m. — 11:45 a.m.

Break

11:45 a.m. — 12:45 p.m.

Top 10 Predictions for the Future of Nontraditional Work Relationships

The pandemic has fueled an even stronger gig economy, with employers increasingly relying on independent contractors and other nontraditional workers. These nontraditional work arrangements raise a variety of complex legal issues. With aggressive penalties for employers that misclassify workers, the DOL, NLRB, other agencies and plaintiffs' lawyers are continuing to focus on nontraditional worker relationships. Identifying and mitigating risk in this area is made all the more difficult by the increasingly disparate number of factors and standards under the various regulatory schemes, as well as federal and state statutes.

We will use a top-10 format to outline the most notable trends in independent contractor and joint employment law. Attendees will leave with a better understanding of the recent developments impacting these areas of the law, our predictions for future trends, benchmarking from their peers through polling and suggestions for how to navigate this ever-shifting legal landscape.

Speakers:

Bill Foster, Shareholder, Greenville, SC

Jerry Walters, Shareholder, Charlotte, NC

Jill Evert, Of Counsel, Greenville, SC

12:45 p.m. — 1:45 p.m.

Lunch

1:45 p.m. — 2:45 p.m.

Mental Health Matters: How Employers Can Provide Support and Prevent Crisis in Challenging Times

The isolation, stress and suffering of the COVID-19 pandemic has significantly affected employees' mental health. We have seen sharp increases in delusional thinking, suicidal ideations, domestic violence, cyber stalking, substance abuse and more. As more employees are returning to the physical workplace, employers need to recognize these behaviors and know the immediate and long-term options available to address them in order to protect workplaces from conduct that could lead to dangerous workplace conditions.

Join us as we analyze actual situations of mental health crises in the workplace and discuss the steps employers can take to ensure the safety of employees and customers. Attendees will leave with tools to help them support employees struggling with mental health and ensure the safety of their employees.

Speakers:

Emma Chase, Associate, Charlotte, NC

Jasmine Little, Associate, Charlotte, NC

Katie Towery, Associate, Greenville, SC

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2:45 p.m. — 3:00 p.m.

Break

3:00 p.m. — 4:00 p.m.

Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios

It's "Bring a Littler Lawyer to Work" Day! This program will feature live vignettes involving HR professionals and, in some instances, a disgruntled or high-maintenance employee, posing complex leave and/or accommodation scenarios for discussion. Littler attorneys will then 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 work-from-home battles, performance issues commingled with protected leaves or accommodations, navigating an unusual accommodation request an employer has never faced before, and more.

Speakers:

Kellie Tabor, Shareholder, Charlotte, NC

Ben Hepner, Associate, Greenville, SC

Elizabeth Pratt, Associate, Charlotte, NC