



2022 KANSAS CITY REGIONAL EMPLOYER CONFERENCE



The Accelerating Evolution of the Workplace
Thursday | July 28, 2022

8:30 a.m. — 9:00 a.m.

Registration & Breakfast

9:00 a.m. — 9:10 a.m.

Welcome Announcements

Daniel B. Boatright, Office Managing Shareholder, Kansas City

9:10 a.m. — 10:00 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, navigating the differing global legal landscape, and cultural issues that are inevitably associated with this topic.

Littler attorneys collaborate with clients and colleagues to serve the full range of our clients' IE&D needs. In this session, Littler attorneys Alyesha Dotson and Jeffrey Hanslick come together to 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. You will hear 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:

Alyesha A. Dotson, Co-Chair, EEO & Diversity Practice Group, Seattle

Jeffrey D. Hanslick, Shareholder, Kansas City

10:00 a.m. — 10:10 a.m.

Break

2022 KANSAS CITY REGIONAL EMPLOYER CONFERENCE

The Accelerating Evolution of the Workplace

10:10 a.m. — 11:00 a.m.

Conducting Lawful Investigations in the Evolving Workplace

The need to maintain proper complaint response procedures and conduct lawful workplace investigations effectively remains a critical piece of an employer's compliance obligations. The recent full-tilt shift to virtual video conferencing provides an opportunity to expand an investigator's efficiency but also poses challenges regarding effective interviewing and information-gathering techniques in the virtual context.

Join Littler attorneys Jennifer Youpa and Alyssa Gonnerman as they address strategies responsive to these recent developments. The speakers will discuss how to implement effective investigative techniques for the emerging paradigm. The conversation will focus on maintaining a foundation for effective internal workplace investigations to achieve compliance and improve organizational culture on multiple levels. Lastly, the program will address the investigator's role and practical tips and techniques for effective investigations.

Speakers:

Jennifer A. Youpa, Shareholder, Dallas

Alyssa S. Gonnerman, Associate, Kansas City

11:00 a.m. — 11:10 a.m.

Break

11:10 a.m. — 12:00 p.m.

What to Expect in the Second Half of the Biden Administration

Since President Biden took office in 2021, the administration has engaged in extraordinary efforts to change pre-existing labor and employment laws and policies. Join Littler attorneys Shannon Meade, Bill Robbins, and Bonnie Birdsell as they discuss what has happened already in 2021 and 2022 – at both the federal and state levels – and new developments we expect to see heading into the midterm elections.

The discussion will focus on a variety of topics, including:

- Federal and state developments related to overtime, joint employment and worker classification
- The continuing impact of COVID-19 on safety regulation
- Recent and expected changes from the National Labor Relations Board
- The latest on the PRO Act and state legislation impacting the workplace

Speakers:

Shannon Meade, Executive Director, Workplace Policy Institute, Washington DC

William S. Robbins, Jr., Shareholder, Kansas City

Bonnie Birdsell, Associate, Kansas City

12:00 p.m. — 1:00 p.m.

Lunch and Networking

2022 KANSAS CITY REGIONAL EMPLOYER CONFERENCE

The Accelerating Evolution of the Workplace

1:00 p.m. — 1:50 p.m.

Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer? What Has the Evidence Shown? And Can We Ever Go Back?

Throughout 2021, firms developed plans to bring workers back to the office, only for those plans to be delayed due to the ongoing pandemic. Others had planned for more permanent remote work for office employees. By the end of 2021, we were all left wondering whether we will ever go back. At Littler, we have also been contemplating what the two-year-long experiment in large-scale remote employment means for the future of the workplace, particularly for knowledge workers.

This session will examine whether the conventional wisdom – that employees are more productive but less collaborative when working remotely – has proven to be true. We will also discuss whether another piece of conventional wisdom – that remote work is preferred by employees of certain genders or ages – still holds true after the pandemic brought about such a dramatic shift to remote work.

The session will also explore how various approaches have fared in 2022: Have companies had success in requiring office workers to return to the office? Are hybrid approaches manageable? Have companies that remained fully remote retained productivity, and what are they doing to promote collaboration? How can companies ensure equal access to opportunities when managing a fully remote or hybrid workforce? If approaches have not worked, how can companies correct course? Of course, we will also discuss legal challenges that have arisen, and are likely to arise, when managing a remote workforce.

Speakers:

Robert Rojas, Shareholder, Kansas City

Jenny Schorgl, Associate, Kansas City

1:50 p.m. — 2:00 p.m.

Break

2:00 p.m. — 2:50 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:

Jeannie M. DeVeney, Shareholder, Kansas City

Dylan M. Long, Associate, Kansas City

2:50 p.m. — 3:00 p.m.

Break

2022 KANSAS CITY REGIONAL EMPLOYER CONFERENCE

The Accelerating Evolution of the Workplace

3:00 p.m. — 3:50 p.m.

Employment Law Update 2022

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 Tony Romano and Curt Summers 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:

Anthony J. Romano, Shareholder, Kansas City

Curtis R. Summers, Shareholder, Kansas City

3:50 p.m. — 4:00 p.m.

Closing Announcements

Daniel B. Boatright, Office Managing Shareholder, Kansas City