



2022 NEW ENGLAND REGIONAL EMPLOYER CONFERENCE



The Accelerating Evolution of the Workplace...We Got This!

Tuesday | November 15, 2022

8:00 a.m. — 8:45 a.m.

Registration & Breakfast

8:45 a.m. — 9:00 a.m.

Opening Remarks

9:00 a.m. — 10:00 a.m.

Is Your Handbook Ready for the New Year?

At Littler, we have witnessed and participated in a particular “Rite of Fall” year after year – it’s the season when many businesses review their employee handbooks with an eye toward rolling out changes at the start of the new year. In order to respond to the annual demand for information about what’s new in employee handbooks, each year we review the latest and greatest thinking on what new topics can and should be included in your handbook, and those existing sections that may need refreshing.

Littler attorneys Alice Kokodis, Ellen Lemire and Shea Miller will guide us through 2022 policy changes and look ahead into 2023. This panel will focus on handbook topics such as parental leave policies, paid family and medical leave laws, remote employees and other critical policies affecting both local and national employers.

Speakers

Alice Kokodis, Of Counsel

Ellen Lemire, Associate

Shea Miller, Associate

10:00 a.m. — 10:15 a.m.

Break

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10:15 a.m. — 11:15 a.m.

Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer?

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.

Speaker

Steve Melnick, Shareholder

11:15 a.m. — 11:30 a.m.

Break

11:30 a.m. — 12:30 p.m.

2022 Labor Update: Union Organizing Trends and NLRB Developments

This session will provide practical advice and guidance to employers navigating the agenda and impacts of the Biden National Labor Relations Board. Hear how the Biden administration's policies, the pandemic, social justice issues, and social media have created fertile ground for union organizing activity. Explore this complex and consequential state of labor relations with Littler's experienced labor attorneys.

Areas of focus will include:

- Union organizing trends
- Challenges of employing a multigenerational workforce
- Managing work-related activism by union and non-union employees

Speakers:

Jason Stanevich, Shareholder

Kevin Kraham, Shareholder

David Stroock, Shareholder

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12:30 p.m. — 1:30 p.m.

Lunch/Networking

1:30 p.m. — 2:30 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 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 return to work and work-from-home battles, performance issues commingled with protected leaves or accommodations, leave obligations beyond FMLA including the MA Paid Family Medical Leave Act, organizational changes and the impact of the FMLA/ADA/MA PFMLA, on those changes, and more.

Speaker:

Gary Lieberman, Shareholder

2:30 p.m. — 2:45 p.m.

Break

2:45 p.m. — 3:45 p.m.

New England Update

This session will discuss the latest court cases, legislative activity, and crucial developments from Connecticut, Maine, Massachusetts, New Hampshire, and Rhode Island that affect your responsibilities as an employer. We will also discuss new developments on the horizon and help prepare you for the challenges ahead.

Speakers:

Chris Kaczmarek, Shareholder

Paula Anthony, Shareholder

Jillian Folger Hartwell, Shareholder