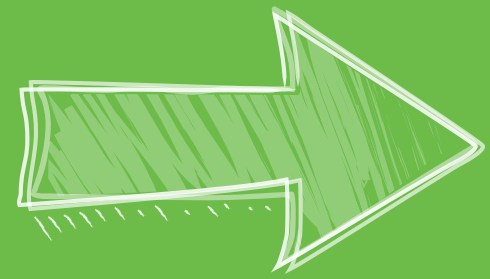


Mid-Atlantic Employer: A Path Forward to the Next Normal



2020 Virtual Employer Series

Our Opening Session will be a LIVE video presentation. The remaining sessions have been pre-recorded and will be available On Demand following the conclusion of the event. All speakers will be available to answer live Q&A after each presentation.

9:00 am – 10:00 am

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

Unfortunately, once the immediate health and safety issues arising from the COVID-19 pandemic are under control, the road ahead may be just as perilous. Earlier in the year, employers scrambled to quickly comply with stay-at-home orders, to trim staff through furloughs and RIFs, or to close their businesses entirely. And as restrictions have eased, they have worked just as hard to return furloughed employees, implementing safety precautions such as temperature checks and face covering requirements, and begin dealing with the surge of ADA accommodation requests from employees who have worked remotely for half the year. What actions did employers take (or not take) during the crisis that may now leave them open to litigation? This panel will discuss the coming wave of coronavirus-related legal claims employers can expect, so they can and take steps now to help minimize their potential liability.

Josh Waxman, Office Managing Shareholder, Washington, DC
Mike McIntosh, Office Managing Shareholder, Tysons Corner, VA
Bethany Ingle, Associate, Tysons Corner, VA

10:15 am – 11:15 am

MD, DC, VA Hot Topic Roundup

Becoming or continuing as an employer in this geographic area is more complex than ever as all three (3) jurisdictions continue to enact new employment laws, including, now, Virginia, which has enacted a series of employee-friendly legislation that has redefined the employment landscape. These new laws have different employer obligations and mandates which makes compliance complex. In this session, we will discuss the use of facial recognition, ban-the-box, WARN, restrictions on covenants not to compete for low-wage workers, expansion of employment discrimination protections for LGBT and pregnant employees, hairstyle discrimination, new private right of action and investigative authority regarding misclassification of workers as independent contractors, and stricter penalties for employers who commit wage violations, to name a few topics. In this hot topics session, you will be armed with the knowledge that all DMV businesses need for compliance in these challenging areas of the law.

Steve Kaplan, Shareholder, Washington, DC
Joon Hwang, Shareholder, Tysons Corner, VA
Meredith Schramm-Strosser, Associate, Washington, DC

The Next Normal



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Our Opening Session will be a LIVE video presentation. The remaining sessions have been pre-recorded and will be available On Demand following the conclusion of the event. All speakers will be available to answer live Q&A after each presentation.

11:30 am – 12:30 pm

Moving Diversity, Equity, and Inclusion Programs Forward

Recognizing the role that our words and deeds play in establishing the organizational culture can go a long way to creating – or maintaining – a workplace where everyone feels appreciated and respected. This session opens a discussion as to how diversity, equity, and inclusion present themselves, and impact the workplace – especially in light of the recent Black Lives Matter movement seeking systemic changes in how we view race in America. We also consider the challenges presented by unconscious bias and consider strategies to prevent bias from impacting our decision making and impair the organizational culture. Finally, this session will take a look at some of the trends and approaches that have been used to address organizational diversity, equity, and inclusion in order to understand the legal risk areas and aid attendees with developing a pathway forward.

Alison Davis, Shareholder, Washington, DC

Brandon Mita, Associate, Washington, DC

12:45 pm – 1:45 pm ET

Returning to “Business as Unusual” in the DMV

As employers accommodate the conditions required for physical offices to reopen, there are many steps that are required to prepare a safe space for workers. Numerous new federal, state and local employment law requirements have been added during 2020, some of which will outlast the COVID-19 crisis; relief legislation and other efforts carry important obligations; and every business can expect medium to long-term changes in almost every area of the employment relationship, including navigating testing and new physical and virtual workplaces. This session will provide insights into what employers in the DMV can anticipate as we return to “business as unusual.”

Nancy Delogu, Shareholder, Washington, DC

Libby Henninger, Shareholder, Washington, DC

Eunju Park, Associate, Washington, DC

2:00 pm – 3:00 pm ET

Little’s Workplace Policy Institute (WPI) Congressional and Regulatory “Wrap Up” and Beyond

This session will examine legislation enacted by Congress in response to the COVID-19 pandemic, with a particular eye on traps for the unwary employer. It will also discuss a number of significant regulatory matters under consideration at the U.S. Department of Labor, the Equal Employment Opportunity Commission, and other federal agencies, as the clock ticks toward the November elections. Finally, we’ll discuss what the possible outcomes of the election may mean for employers, and labor and employment challenges employers may face depending on November’s outcome.

Jim Paretti, Shareholder, Washington, DC

Maury Baskin, Shareholder, Washington, DC