

employment intelligence

ARIZONA REGIONAL EMPLOYER | PHOENIX, AZ | October 30, 2025

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

2025 Employment Law Update

A perennial favorite at the firm's Executive Employer Conference, now brought to the Arizona Regional Employer, is a fast-paced, highly entertaining session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled an exceptional panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[Melissa Shingles](#), [Sarah Watt](#), [Michael Guillian](#), [Shalayne Pillar](#)

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

Workplace Safety: Updates on Drug Testing, Heat Illness, Workplace Violence, and Other Important Safety Issues

Join us for an update on workplace safety compliance in Arizona, covering recent developments in OSHA regulations, drug testing policies, heat illness prevention, and workplace violence. We'll explore the latest federal and state-level initiatives, including Arizona's new Workplace Heat Safety Task Force and anticipated employer guidelines. Attendees will also gain clarity on evolving drug testing trends, especially regarding marijuana use. This session is designed to help employers stay informed, compliant, and proactive in protecting their workforce.

Speakers:

[Steve Biddle](#), [Melissa Shingles](#), [Chrisanne Gultz](#)

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

From Here to Eternity: Managing Extended Leaves and Disability Accommodations

This session will discuss current trending leave and accommodation issues in the workplace. While the pandemic may have reduced the number of leave requests employers were receiving, reports suggest that requests for leaves of absence as an accommodation are once again on the rise. Put your thinking caps on with Kristy and Jacqueline as they explore the nuances of leave and accommodation issues in the modern workplace, including those pertaining to remote workers.

Speakers:

[Kristy Peters](#), [Jacqueline Langland](#)

12:30 p.m. – 1:15 p.m.

Lunch

1:15 p.m. – 2:15 p.m.

Spotlight Sessions: Legal Insights in 15-Minutes

Join us for a fast-paced series of 15-minute Spotlight Sessions covering today's most pressing legal challenges - from labor law updates and DOL enforcement trends to garnishment complexities and proactive strategies for ICE raids and I-9 audits. These hot topics are designed to equip you with actionable insights and compliance tips in a quick, engaging format.

Labor: [Frederick Miner](#), [Yijee Jeong](#)

DOL: [Laurent Badoux](#)

Garnishments: [Carlos Gutierrez](#), [Amanda Breemes](#)

Preparation For ICE Raids and I-9 Audits: [Neil Alexander](#), [Esther Suh](#)

2:15 p.m. – 2:30 p.m.

Break

2:30 p.m. – 3:30 p.m.

Speak-Up Culture: It's Loud, It's Messy, It's Better Than a Lawsuit

When you're inundated with reports ranging from minor grievances to substantive legal and policy concerns, it can be hard to see the benefit of encouraging complaints. This session will explore the benefits of encouraging internal reporting, practical strategies for fostering trust, and handling investigations with integrity and legal awareness. Attendees will gain insights into maintaining attorney-client privilege, collaborating across HR, compliance, and legal, and turning employee "noise" into actionable intelligence.

Speakers:

[Andrea Lovell](#)

Kirsten Lopez, Senior Director of Ethics, Compliance, and Data Privacy, University of Phoenix

Lori Rutledge, Senior Corporate Counsel, University of Phoenix

3:30 p.m. – 5:00 p.m.

Cocktail Hour