

employment intelligence

ROCKY MOUNTAIN REGIONAL EMPLOYER | DENVER, CO | October 10, 2025

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Session 1 | Navigating IE&D in the Current Landscape

The new administration has brought a sea change to employment inclusion, equity and diversity (IE&D) policies, initiatives and practices. What steps has the Trump administration taken so far in terms of agency appointments, executive orders and directives that will inform a business' IE&D decisions? How have Supreme Court and lower court decisions factored into these changes? How do an employer's recruitment efforts, retention practices, employee resource groups and trainings come into play? Where do employers go from here? This session will highlight the most common IE&D developments and litigation trends and examine practical takeaways for employers, in-house counsel and members of the C-suite.

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

Session 2A | Pull Up a Chair! Let's Talk Leave and Accommodations

Join us for an open discussion to talk about the latest developments in leave and accommodation issues (under Colorado laws like FAMLI and HFWA and federal laws like the FMLA, PWFA and ADA). Our panelists will frame the discussion around some challenging hypothetical situations employers are facing with increasing frequency, many of which implicate multiple different types of paid and unpaid leave entitlements. What do we do if an employee has exhausted their FMLA but still has FAMLI leave available? Do we have to allow an accommodation for an employee to work from home because he says his boss is causing him anxiety? And is it true that Colorado employers may need to provide 28 weeks of job protected leave starting in 2026?

This interactive discussion will focus on the specific laws and regulations governing these issues and challenges, some strategic solutions for each, the associated risks of the approaches and other practical considerations. There will be open discussion time for input from attendees to address what has (and has not) worked well; to ask questions about approaches and ideas they are considering; and to pressure test some of their strategies. This presentation is perfect for those who want to come and be actively involved in the discussion, but also for those who may prefer instead to observe and listen to what other employers and the Littler leave and accommodation team is advising and doing in this ever-evolving area of the law.

Session 2B | Engaging the Invisibles and Your High Performers: Practical Strategies for Mitigating Risks with Two Key Employee Populations

During this interactive session, Littler's Senior Director, Engagement & Development and Shareholder Michelle Gomez and Associate Kelsey VanOverloop will explore strategies for engaging and supporting two important, yet often neglected, employee populations: on one hand, the "invisibles" who may be working remotely, have a hybrid schedule or have modest in-office presence; and on the other hand, high performers whose needs are often overlooked in favor of those who are not performing as well and thus require more attention (and, of course, these groups can overlap!). Attendees will learn about current legal frameworks, real-world examples of challenging practices, and emerging trends to build a balanced and supportive work environment for all employees. Michelle and Kelsey will also discuss helpful preventive measures to use for disconnected or disengaged employees that can mitigate the increased litigation risk prevalent among these populations of workers, explain how litigation unfolds when supervisors and managers fail to engage and document their interactions with employees, and share resources related to both performance management as well as development of your key employees.

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

Session 3A | Get Ready for the AI Take Off: Managing the Upcoming Explosion of AI Tools to Manage the Workforce

While the torrid pace of developments at leading AI companies grabs headlines, the diffusion of AI in the workplace has been slower. However, with HR, Talent Acquisition IT, and other business leaders clamoring for AI tools to increase productivity and HR platform providers injecting AI functionality into their offerings, in-house employment counsel and HR professionals can expect the pace of diffusion to accelerate rapidly. After providing an update on key legal developments, including the status of the Colorado AI Act, this panel will explore the employment law, privacy, data security and other risks of several increasingly common AI use cases and how to mitigate those risks. Drawing from that discussion, the panel will provide attendees with a playbook of practical steps for introducing and using new AI tools to manage the workforce.

Session 3B | Unfair Competition and Trade Secrets: Best Practices for Onboarding and Exit

This session explores best practices for onboarding, managing and offboarding employees with a focus on safeguarding company assets. Attendees will learn how to protect trade secrets, client relationships and proprietary information throughout the employee lifecycle, including how to avoid legal risks associated with inadvertently acquiring or misusing confidential information from employees' prior employers.

12:30 p.m. – 1:30 p.m.

Lunch

1:30 p.m. – 2:30 p.m.

Session 4A | Red Flags and Real Consequences: Wage Act Enforcement in Colorado

State and local agencies are more active than ever in proactively auditing employers, and wage demands continue to flood in. When is an employee request about their pay really a wage demand under the Wage Act – and what happens when the agency gets involved? In this session, we will discuss the most common types of demands and investigations involving the Colorado Department of Labor and Employment and the City of County of Denver and offer practical advice, with real-life examples, about navigating the process from the pre-notice stage through enforcement.

Session 4B | Investigation Interview Workshop

The need to implement compliant response procedures and conduct effective and lawful workplace investigations remains a critical piece of an employer's compliance obligations. For many employers, the shift to hybrid and remote work and utilizing video conferencing provides an opportunity to expand an investigator's efficiency but also poses challenges regarding effective interviewing and information-gathering techniques.

This year, Littler's investigations program goes beyond lecturing, providing participants with a unique interactive approach and an opportunity to both benchmark and get hands-on experience with the challenges of responding to allegations of workplace misconduct. Participants will explore witness interview and information-gathering techniques in an extensive interactive segment with hands-on, skill-building opportunities. Participants will receive feedback from colleagues and experienced Littler attorney-facilitators regarding investigation and response strategies that address current workplace conditions.

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:45 p.m.

Session 5 | Before You Go: Final Updates and Practical Takeaways

After a full day of updates, what is left to talk about? Plenty! As in the past, we have a terrific panel of attorneys to talk to you about recent developments in law and policy, recent court cases affecting Colorado employers, and, most importantly, how a Colorado employer can effectively navigate this maze of Colorado law and policy. This fast-paced session will ensure you leave with a complete picture of Colorado's rapidly evolving employment law landscape and the tools to navigate it confidently.

3:45 p.m.

Cocktail Reception