



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

MID-ATLANTIC REGIONAL EMPLOYER | WASHINGTON, DC | JUNE 12, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:15 a.m.

2026 Employment Law Update

A perennial favorite at the firm's Annual Executive Employer Conference, as well as the Mid-Atlantic Regional Employer, this session is a fast-paced, highly entertaining opportunity to learn from court cases on a wide variety of employment law issues that will affect your workplace and your responsibilities. As in the past, Littler attorneys will guide you through a maze of unusual cases, addressing myriad topics, to help prepare you for the challenges ahead. This year, we will present some "greatest hits," focusing on cases from over the years and provide their takeaways for your organization as you navigate similar issues.

Speakers:

[Michael McIntosh](#), [Joshua Waxman](#)

10:15 a.m. – 10:35 a.m.

Spotlight Session | Debunking the Top Five Myths of Employee Handbooks

Employee handbooks are among an employer's most important compliance tools, yet they are often misunderstood, out-of-date or even misused. In this interactive spotlight session, we'll debunk the top five myths surrounding employee handbooks and explore best practices for drafting, updating and enforcing policies in today's evolving workplace. Through live polling questions and real-world examples, attendees will be challenged to rethink common assumptions, such as how often handbooks should be reviewed, whether old policies still hold up and the growing role of artificial intelligence in handbook drafting.

Speakers:

[Camellia Campanelli](#), [Joseph Greener](#)

10:35 a.m. – 10:50 a.m.

15-Minute Break



10:50 a.m. – 11:50 a.m.

Looking Ahead: Workplace Policy Developments Shaping Employer Strategy

The political tides in Washington are rising. Although last year's policy developments were slowed by the longest federal government shutdown in U.S. history, the administration and Congress are back in motion. Legislators are responding to major court rulings with the broadest array of labor-law reforms in a generation, while federal agencies advance regulations on workplace safety, overtime, worker classification and more. This year promises to be a busy – and potentially tumultuous – time for employers.

Join Littler's Workplace Policy Institute as we navigate these waves. The panel will preview key developments in Congress, the U.S. Department of Labor, the National Labor Relations Board and the Equal Employment Opportunity Commission. In this session, you will:

- Gain insight into agency leadership initiatives and regulatory activities at the DOL, EEOC and NLRB;
- Understand labor and employment reform proposals in the U.S. House and Senate and what they mean for employers;
- Get a snapshot of the pending midterm elections and how potential shifts in congressional power could impact legislative priorities; and
- Learn practical strategies for engaging with policymakers to influence policy and mitigate risk.

In a policy storm, every employer needs a compass – find yours here.

Speakers:

[Maury Baskin](#), [Alexander MacDonald](#), [Shannon Meade](#), [James Paretti](#)

11:50 a.m. – 12:10 p.m.

Spotlight Session | Virginia Employment Law Update: What Changed and What Employers Should Do Now

This spotlight session will provide an engaging update on recent developments in Virginia employment law that will soon impact employers operating in the region. The session will cover new paid leave requirements, wage and hour updates, developments affecting noncompete agreements and class action litigation.

Speakers:

[Alex Berg](#), [Bethany Ingle](#)

12:10 p.m. – 1:10 p.m.

Networking Lunch

1:10 p.m. – 1:30 p.m.

Spotlight Session | Navigating OSHA in a Changing Landscape

This spotlight session will explore how OSHA's enforcement and policy framework is changing in ways that may affect employers beyond traditional standards. Topics will include heat illness prevention efforts, legislative and policy drivers behind new regulations, differences under Maryland and Virginia state plans, the impact of interpretive guidance and emerging considerations related to artificial intelligence.

Speakers:

[Peter Vassalo](#), [Felicia Watson](#)



1:30 p.m. – 2:30 p.m.

Investigation Interview Workshop

The need to implement robust 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.

Speakers:

[Alison Davis](#), [Morgan Kinney](#), [Amanda McGinn](#)

2:30 p.m. – 2:45 p.m.

15-Minute Break

2:45 p.m. – 3:45 p.m.

Prayer, Pregnancy and Prescription Cannabis: A New Era of Workplace Accommodations

Employers are navigating an increasingly complex accommodation landscape as legal standards continue to evolve across multiple frameworks. This moderated session will feature a comparative discussion of three timely and frequently overlapping accommodation obligations: religious accommodations, pregnancy-related accommodations under the Pregnant Workers Fairness Act, and accommodations involving medical cannabis following its reclassification as a Schedule III substance.

The panel will discuss how employers are assessing accommodation requests in practice, including how undue burden is evaluated across these distinct areas of the law. Attendees will gain practical insights into how these accommodation frameworks intersect and strategies for approaching accommodation decisions consistently and defensibly in today's regulatory environment.

Speakers:

[Nancy Delogu](#), [Yvette Gatling](#), [Steven Kaplan](#), [James Parette](#)

3:45 p.m. – 4:45 p.m.

What Employers Need to Know About AI in the Workplace

Artificial intelligence (AI) is rapidly reshaping the modern workplace, with employers increasingly relying on algorithmic tools to inform decisions related to recruiting, hiring, promotion, performance management, discipline and termination. AI is also being used to evaluate employee performance and to record and transcribe workplace communications and meetings.

This session will examine both the operational benefits and the legal risks associated with workplace AI tools in the workplace. Our presenters will provide an overview of the evolving regulatory landscape governing AI in employment, discuss how the upcoming midterm elections may influence future AI regulation and enforcement, and offer practical guidance on steps employers can take now to responsibly deploy AI while mitigating legal risk.

Speakers:

[Chris Gokturk](#), [Bradford Kelley](#), [Tara McAndrew](#)



4:45 p.m.

Cocktail Reception