



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

KANSAS CITY REGIONAL EMPLOYER | Overland Park, KS | OCTOBER 13, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Wage and Hour Twilight Zone: Where Wage and Hour Law Meets the Unknown

Imagine a world in which the rules you thought were carved in stone begin to shift beneath your feet. Where decades-old precedent—once the bedrock of wage and hour law—starts to crack and crumble. Where the meaning of “work” itself is questioned, where rounding practices once deemed compliant now spark litigation, and where the line between compensable time and personal time blurs in the glow of a remote workforce.

In this world, courts revisit long-standing doctrines, agencies reinterpret regulations with the stroke of a pen, and employers find themselves navigating a legal landscape that feels increasingly unfamiliar. What was once predictable is now uncertain. What was once routine is now risky. And what you thought you knew may no longer apply.

You are about to enter a realm where legal clarity gives way to ambiguity, and where the future of wage and hour law is anyone’s guess. Your next stop is the Wage and Hour Twilight Zone.

Speakers:

[Shelley Ericsson](#), [Nicole LeFave](#)

10:00 a.m. – 10:10 a.m.

Break

10:10 a.m. – 11:10 a.m.

Debunking the Top Ten Myths and Misconceptions about Employee Handbooks

Employee handbooks remain one of the most important—and misunderstood—tools for managing legal risk to an organization. Many employers know that adopting a “check the box” approach to employee handbooks is a mistake. However, even the most sophisticated organizations fall prey to common myths and misconceptions about their employee handbook — myths and misconceptions that can expose them to significant legal liability, employee relations issues, regulatory scrutiny, and operational disruption.



During this interactive session, Littler lawyers will debunk the top 10 myths and misconceptions about employee handbooks that they encounter in their day-to-day practice. They will provide attendees with actionable strategies to strengthen their organization's risk management posture through an up-to-date, compliant, and carefully crafted employee handbook.

Through live audience polling and real-world case studies, attendees will leave this session equipped with the information that they need to transform their handbooks from legal afterthoughts into strategic risk management assets.

Speakers:

[Robert Rojas](#), [Benjamin MacArthur](#)

11:10 a.m. – 11:20 a.m.

Break

11:20 a.m. – 12:20 p.m.

Leave of Absence and Accommodation Potpourri: A Refresher and Lessons from Recent Kansas and Missouri Cases

This session will discuss recent Kansas and Missouri cases that dig into the finer points of leave requirements under the ADA and FMLA. We will also explore important but perhaps lesser-known leave requirements under the Uniformed Services Employment and Reemployment Rights Act (USERRA), which provides for job-protected leaves of absence for active military duty and National Guard service. We will also cover the Missouri Victims Economic Safety and Security Act (VESSA), which provides leave of absence and other protections for employees and their family members who are victims of domestic or sexual violence.

Speakers:

[Curtis Summers](#), [Alyssa Gonnerman](#)

12:20 p.m. – 1:30 p.m.

Networking Lunch and Roundtable Discussion

Join fellow attendees for a facilitated lunch discussion. We'll provide thought-provoking topics to spark conversation, share best practices and explore solutions to common challenges. Gain practical insights you can take back to your organization.

Speakers:

[Daniel Boatright](#)

1:30 p.m. – 1:40 p.m.

Break

1:40 p.m. – 2:40 p.m.

Digital Evidence in the AI Era: Using Workplace Data for Investigations and Litigation

In today's workplace, the most important evidence often comes from the systems employees use every day. This session examines real-world examples of how employers have used workplace data during investigations and litigation, including business systems, communications platforms, system logs and AI-related information, to investigate allegations, uncover misconduct, challenge fabricated evidence and defend



against claims. Attendees will gain practical guidance on identifying relevant data sources, evaluating authenticity, considering preservation obligations and understanding the ethical challenges that arise as digital evidence and AI become increasingly intertwined.

Speakers:

[Traer Cundiff](#), [Donald Myers](#)

2:40 p.m. – 2:50 p.m.

Break

2:50 p.m. – 3:50 p.m.

Investigations in Today's Workplace: Role Play and Discussion

Workplace investigations are often nuanced and require a combination of legal compliance and practical application. In this session, Littler lawyers will perform the roles of complainant, investigator, alleged bad actor and in-house counsel to set the stage for a discussion about next steps to address the concerns in a practical and legally compliant way, while also preparing for the possibility that litigation will result. Key learning objectives will include understanding confidentiality and privilege, as well as how to effectively document the investigation and its outcome.

Speakers:

[Jeannie DeVeney](#), [Claudia Tran](#), [Jessica Van Steenberg](#)