



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

NEW YORK REGIONAL EMPLOYER | New York, NY | OCTOBER 22, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 9:45 a.m.

Spotlight Session | They Did What?! Keeping Up with the Latest Employment Legislation in New York and Connecticut

The legislative landscape is changing fast. Join our panel for a fast-paced, practical review of the most significant workplace laws enacted during the 2026 legislative session in New York and Connecticut, including pay transparency, “stay-or-pay” agreements, workplace accommodations and notices, arbitration agreements, and industry and contractor obligations. We’ll break down the employer obligations, emerging compliance challenges and the real-world impact these developments may have on your workplace, policies and day-to-day operations so employers can stay ahead of legal risks and prepare for what comes next.

Speakers:

[Paula N. Anthony](#), [Michael Paglialonga](#), [Nicole S. Mulé](#)

9:45 a.m. – 10:45 a.m.

The Complaint Conundrum: Navigating Whistleblower Complaints, Investigations and Retaliation Risks

Internal complaints are no longer simple HR issues – they can be strategic tools in high-stakes employment disputes. Employers of all sizes increasingly face employees who raise internal complaints as a shield against disciplinary action, seek leverage in anticipated litigation, or amplify allegations through social media and other public forums. Some employees decline to participate in investigations, while others appear with outside counsel, sophisticated advocacy strategies or AI-assisted guidance. In many cases, employees collect and retain confidential company information under the guise of gathering evidence to support their claims. For multinational employers, these challenges become even more complex when complaints cross borders.

This one-hour panel discussion will explore the evolving intersection of whistleblower complaints, internal investigations, retaliation risks and international employment law considerations. Drawing on recent case law, enforcement trends and practical experience, the presenters will examine common investigative pitfalls and provide actionable strategies for maintaining control of the process while ensuring legal compliance across jurisdictions. Attendees will gain practical guidance on conducting effective, defensible and culturally informed investigations in an era of increasingly sophisticated employee tactics and global workplace challenges.

Speakers:

[Jeanine Conley Daves](#), [Jacqueline Phipps Polito](#), [Pamela Reynolds](#)



10:45 a.m. – 11:00 a.m.

Break

11:00 a.m. – 11:30 a.m.

Spotlight Session | AI and Employee Handbooks in 2026: Policy and Practical Reality

Many employers already understand that employee handbooks are an important tool for managing legal risk. However, even sophisticated employers may be failing to meaningfully address employee use of generative AI through handbook policies or other written governance measures. At the same time, some employers are relying too heavily on AI to draft employee handbooks and related workplace policies, often with mixed – and sometimes legally problematic – results.

Join Jill Lowell and Sanjay Nair of Littler’s Handbooks & Policies Practice Group for a practical discussion of what employers should consider at the intersection of AI and employee handbooks. This session will explore key components of employer AI policies, how handbook language can support a broader AI governance strategy, and common legal and practical pitfalls. The presenters will also share real-world examples of AI missing the mark on producing legally compliant, operationally sound and employer-ready policies.

Speakers:

[Jill Marie Lowell](#), [Sanjay V. Nair](#)

11:30 a.m. – 12:30 p.m.

Make Room for Accommodations: A Tri-State Update on Leaves and Accommodations

Employee leave and accommodation requests are a perennial challenge for even the most seasoned in-house and HR professionals. These requests continue to rise year after year as productivity demands increase and mental health concerns become more prevalent. Our panel will review some of the most pressing issues in our practice, including:

1. New forms of leave and time-off requirements that apply to New York and multistate employers
2. Navigating accommodation requests that coincide with performance management concerns
3. Recent federal and New York developments on pregnancy, disability and religious accommodations

Speakers:

[Kimberly N. Dobson](#), [Devjani H. Mishra](#), [Ellen Storch](#)

12:30 p.m. – 1:30 p.m.

Networking Lunch

1:30 p.m. – 2:00 p.m.

Spotlight Session | Wage and Hour Whack-a-Mole: Quick Hits of the Latest Developments

Wage and hour compliance remains one of the most active and costly areas of employment litigation. Just when employers solve one problem, another arises. This session will highlight new developments in wage and hour law in the tri-state region and compliance challenges. Join us as we discuss strategies for reducing risk before the next issue pops up.

Speakers:

[Matthew R. Capobianco](#), [Kelly M. Cardin](#)



2:00 p.m. – 2:30 p.m.

Spotlight Session | What HR and Employment Counsel Need To Know Now: NLRB Developments, AI and Emerging Labor Risks

Stay current on the latest labor law developments affecting employers. This panel will examine the NLRB's evolving positions on noncompete and employment agreements, workplace policies and employee rights, comparing current priorities with those advanced during the Abruzzo era. Panelists will also discuss the labor and employee-relations implications of artificial intelligence, emerging enforcement trends and practical considerations for employers and their counsel. Attendees will gain actionable insights into the issues shaping today's workplace and tomorrow's labor law agenda.

Speakers:

[Adriana Foreman](#), [Jason R. Stanevich](#), [RyAnn M. Hooper](#)

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:45 p.m.

Who Approved This?! Agentic AI and the New Workplace Accountability Problem

The workplace AI debate is rapidly moving beyond prompts and chatbots. Agentic AI systems can now take actions on behalf of employers: executing tasks, communicating independently and influencing managerial decisions. As AI moves from assisting to acting, employers may face new challenges related to manager capability, accountability, privilege, privacy and legal risk. Certain laws that have seemed like “dead letters” may suddenly grow new teeth.

Join us as we explore how employers can assess the benefits of agentic AI without relinquishing necessary human control.

Speakers:

[Lisa M. Griffith](#), [Ivie A. Serieux](#), [Michael Whitbread](#)

3:45 p.m. – 4:30 p.m.

Spotlight Session | Navigating Neurodiversity at Work: The Interactive Process and Performance Management

Join a fast-paced discussion about employee requests for accommodation for neurodivergence and related medical conditions. When employees request accommodation for Autism Spectrum Disorder, PTSD, Tourette Syndrome and other impairments, the interactive process often requires modification. When overlapping performance issues arise, employers must balance business needs with employees' ADA/FMLA and related rights, which leads to an opportunity to limit risk. Leave with practical tools for engaging with neurodiverse employees and tailoring the interactive process to get sufficient information to evaluate accommodation needs and possibilities.

Speakers:

[Trevor J. Hardy](#)