



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

OHIO REGIONAL EMPLOYER | CLEVELAND, OH | OCTOBER 15, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 9:50 a.m.

2026 Employment Law Update

We'll start the day off right with everyone's favorite Employment Law Update. In this fast-paced, entertaining session, we will recap the weird, wild and wonderful employment law cases and developments from the last year in Ohio and across the country. Ryan Morley and Lisa Kathumbi will guide you through the maze of new court decisions, legislative and regulatory changes, and emerging workplace trends to help prepare you for the challenges ahead.

Speakers:

[Ryan J. Morley](#) and [Lisa M. Kathumbi](#)

9:50 a.m. – 10:00 a.m.

Break

10:00 a.m. – 10:50 a.m.

Performance, Accommodation, Retaliation, and OSHA too: The Escalation Every Employer Should Avoid

When does a performance problem become a lawsuit trap? Often, it is the moment a struggling employee raises a disability accommodation request, files a safety complaint or alleges retaliation in response to performance management. This session examines how routine performance management issues can quickly evolve into high-stakes employment disputes involving the ADA, OSHA and anti-retaliation laws. Attendees will learn to identify warning signs, navigate overlapping legal obligations and make defensible decisions that reduce risk while maintaining workplace accountability.

Speakers:

[Trevor J. Hardy](#), [Emily Levy](#), and [Andrew Klaben-Finegold](#)

10:50 a.m. – 11:00 a.m.

Break



11:00 a.m. – 11:50 a.m.

Welcome to the 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:

[Shannon K. Patton](#) and [Alex R. Frondorf](#)

11:50 a.m. – 12:20 p.m.

Lunch Break

12:20 p.m. – 1:05 p.m.

Lunch Hour Spotlight Sessions

The Employer's Radar: Trends, Risks, and Workplace Developments to Watch

The modern workplace is evolving faster than ever. New regulations, emerging technologies, shifting employee expectations and novel legal challenges are transforming the way employers operate and manage risk. Bringing together attorneys from across multiple practice areas, our lunch session will shine a spotlight on developments capturing the attention of employers nationwide. Through a series of focused presentations, attendees will gain insight into emerging issues and practical considerations across a range of employment law and workplace topics, including pay transparency, legal risks, and best practices for workplace violence prevention, response and investigations.

Speakers:

[Monica D. Sislak](#), [Nathan Pangrace](#), [Amy Ryder Wentz](#), [Katherine J. Mills](#) and [Jennifer Orr](#)

1:05 p.m. – 1:15 p.m.

Break

1:15 p.m. – 2:05 p.m.

Beyond the Exit Interview: Managing Trade Secret Risk in Remote, AI and BYOD Environments

Trade secret disputes increasingly arise when employees access sensitive information from personal devices, cloud platforms, collaboration tools and home networks. Traditional assumptions about possession, control and evidence preservation no longer reflect the realities of remote and hybrid work. This session examines advanced issues involving BYOD environments, AI platforms, personal messaging apps, cloud storage, shadow IT, home printing and remote offboarding — and how employers can build defensible practices before a departure event and respond effectively when one occurs.

Speakers:

[Edward H. Chyun](#), [James P. Smith](#), [Brian P. FitzGerald](#) and [Drew C. Piersall](#)



2:05 p.m. – 2:15 p.m.

Break

2:15 p.m. – 3:05 p.m.

Navigating the New Labor Landscape: AI, Engagement and Regulatory Change

Labor relations leaders are operating in an environment defined by rapid change. Shifting NLRB priorities, evolving federal and state labor policy initiatives, emerging AI technologies and a workforce that increasingly expects transparency, engagement and trust are reshaping the employer-employee relationship.

In this session, panel leaders will discuss what's changed at the NLRB in the last year and what the Board and the courts are likely to change in 2027, and beyond. Further, drawing on developments from Washington the panel will discuss how labor law is evolving through state and industry-wide trends, the evolving role of artificial intelligence in the workplace and the growing challenges of employee engagement in both represented and union-curious environments.

Speakers:

[Brooke E. Niedecken](#), [Erik Hult](#) and [Jason T. Hartzell](#)

3:05 p.m. – 3:15 p.m.

Break

3:15 p.m. – 4:05 p.m.

AI and U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect

AI is revolutionizing the modern workplace, with fresh and innovative applications being unveiled each day. For in-house counsel and other corporate leaders, gaining a deeper grasp of the risks and opportunities embedded in this transformative technology is critical. That's where our dynamic, high-octane gameshow comes in! Join us as our engaging hosts lead you through a riveting array of AI topics, covering the basics and diving into legal nuances to ensure that you leave with insight into new and evolving AI challenges. You need only to don your thinking cap, select your answers, and then listen as experienced attorneys from across the Littler-verse concisely explain the key concepts and considerations at play. Armed with this knowledge, you'll be better equipped to guide business leaders and stakeholders as your organization embarks on its AI journey. So come test your mettle with a series of progressively challenging questions, and see if you have what it takes to be crowned AI Expert... because the future of the workplace is AI and U.

Speakers:

[Niloy Ray](#) and [Richard L. Hilbrich](#)