



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

PHILADELPHIA REGIONAL EMPLOYER | PHILADELPHIA, PA | OCTOBER 23, 2026

9:00 a.m. – 9:55 a.m.

Registration and Breakfast

10:00 a.m. – 11:00 a.m.

Looking Ahead: Workplace Policy Developments Shaping Employer Strategy

The political tides in Washington are rising. The administration and Congress will be in full swing after this year's mid-term elections. Legislators are already responding to major court rulings with the broadest array of labor-law reforms in a generation, while federal agencies are advancing regulations on workplace safety, overtime, worker classification, and more. This year promises to be a busy—and potentially tumultuous—time for employers.

Join Alex MacDonald, co-chair of Littler's Workplace Policy Institute, as we navigate these waves. Alex will preview key developments in Congress, the U.S. Department of Labor, the National Labor Relations Board, and the Equal Employment Opportunity Commission. You'll gain insights 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 mid-term elections and how potential shifts in congressional power could impact legislative priorities
- 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:

[Alexander T. MacDonald](#)

11:00 a.m. – 11:15 a.m.

Break



11:15 a.m. – 12:15 P.m.

Navigating Mental Health and Neurodiversity in the Workplace: Accommodations, Performance, Fitness for Duty and Beyond

This tag-team style panel discussion identifies challenging workplace scenarios in the mental health and neurodiversity space and highlights strategies, pitfalls, and solutions to assist employers in navigating these ever-growing needs in the workplace. Employers are increasingly hearing from neurodiverse individuals and individuals with mental health impairments who may require accommodation in the workplace, and who may struggle to meet certain expectations of their jobs and work environment. This session will also address the often challenging need to determine an employee's fitness for duty, and how to make meaningful but properly tailored inquiries to appropriate health care providers to evaluate an individual's ability to safely return to (or remain at) work.

Speakers:

[Malcolm J. Ingram](#), [Andrea M. Kirshenbaum](#), and [Barbara Rittinger Rigo](#)

with featured panelist:

[Deb Dee](#), Senior Corporate Counsel, SAP

12:15 p.m. – 12:45 p.m.

Lunch Buffet & Seating

12:45 p.m. – 1:10 p.m.

Luncheon Spotlight Session: CHRIA, FCRSS, FCRA, OH MY!

Oh my! More acronyms to tackle! This spotlight will guide attendees through Pennsylvania background screening compliance, including renewed litigation and new legal theories under Pennsylvania's Criminal History Record Information Act (CHRIA), amendments to Philadelphia's Fair Criminal Record Screening Standards (FCRSS) Ordinance that took effect January 2026, new locality "ban the box" laws that may have flown under attendees' radar last year, and a recent rise in class action litigation challenging employers' compliance with the Fair Credit Reporting Act's (FCRA) pre-adverse action requirements.

Speakers:

[William J. Simmons](#) and [Haley Norwillo](#)

1:10 p.m. – 1:45 p.m.

Networking Break

1:45 p.m. – 2:45 p.m.

Benefits for Everyone: Navigating Employee Benefits, Compliance Curveballs, and Emerging Risks

Employee benefits may not be the most glamorous part of the job, but they are often where some of the biggest headaches, and risks, begin. In this session we will tackle the benefits questions that regularly land on the desks of HR professionals and in-house counsel. We'll discuss practical approaches to handling common employee requests, unpack compliance traps that can emerge from seemingly routine situations, and explore fiduciary and governance responsibilities for health and retirement plans. Along the way, we'll highlight recurring administrative missteps, examine evolving litigation trends, and share strategies for reducing legal and financial exposure. You'll leave with practical guidance you can put to work immediately, and maybe even a newfound appreciation for employee benefits.

Speakers:

[Sarah Bryan Fask](#)



2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

We Got AI, Now What

You've invested in AI tools. Now comes the hard part—turning adoption into advantage. We're now seeing AI use move from pilot to production, but how does your organization go from simply chatting with AI to effectively coworking with it in a way that improves productivity while remaining legally compliant? Successful AI implementation isn't just about technology; it's about leadership, culture, and trust. This session explores how executives can guide their organizations through effective, responsible AI integration that enhances performance without undermining collaboration or running afoul of legal compliance obligations.

Speakers:

[Paul C. Lantis](#) and [Tatiana Webb](#)

4:00 p.m. – 5:00 p.m.

Cocktail Reception