



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

FLORIDA REGIONAL EMPLOYER | FORT LAUDERDALE, FL | NOVEMBER 5, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Florida Employment Law Update

Employment law continues to evolve at a rapid pace, making it critical for employers to stay ahead of new legal developments and compliance obligations. This timely session will highlight the most significant Florida and federal employment law developments from 2026, including key court decisions, legislative updates and emerging trends. Our panel of experienced Littler attorneys will also provide a forward-looking overview of the legal and compliance issues Florida employers should be watching as they prepare for 2027, including new enforcement priorities and directives from the EEOC. Attendees will leave with practical guidance and actionable strategies to help navigate the changing employment law landscape and reduce risk in the year ahead.

Speakers:

[Natalie Storch](#), [Brandon Weisman](#), [Ryan Forrest](#)

10:00 a.m. – 11:00 a.m.

Looking Ahead: Workplace Policy Developments Shaping Employer Strategy

The political tides in Washington are shifting. Fresh off the midterm elections, employers are facing a new political and regulatory landscape that could reshape workplace policy in the months and years ahead. Election results may alter congressional priorities, agency leadership, oversight agendas, and the prospects for labor and employment legislation. At the same time, federal agencies continue advancing regulatory initiatives affecting workplace safety, wage and hour compliance, worker classification, union activity and anti-discrimination enforcement; and the White House continues to set an unprecedented pace for executive actions on immigration policy and enforcement actions.

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 the midterm election results and the new political landscape in Washington, D.C.
- Understand how the potential shift in congressional power will impact legislative priorities and federal oversight activities
- Understand labor and employment reform proposals in the U.S. House and Senate and what they mean for employers
- Gain insight into pending agency leadership initiatives and regulatory activities at the DOL, EEOC and NLRB
- Gain insight into the Trump administration's recent actions affecting U.S. immigration policy and continuing enforcement actions
- Learn practical strategies for engaging with policymakers to influence policy and mitigate risk

Speakers:

[Shannon Meade](#), [Jorge Lopez](#)



11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 11:35 a.m.

Spotlight Session | Hot Ones: Bringing the Heat on Florida's Toughest Immigration Challenges

Borrowing from the *Hot Ones* format, speakers will offer increasingly spicy takes on real-world scenarios and emerging trends while providing practical guidance to help employers stay compliant and keep their operations running smoothly.

Speakers:

[Shin-I Lowe](#), [Deepti Orekondy](#), Moderated by Ryan Forrest

11:35 a.m. – 12:35 p.m.

Mental Health Crises in the Workplace: Strategies for Managing Employees Experiencing Severe Distress

Workplace mental health challenges are escalating, and employers increasingly face situations involving employees in severe psychological distress. These scenarios raise complex legal questions under the ADA, FMLA and duty-of-care principles, while also demanding swift action. This session will explore ways to help human resources and legal professionals navigate these high-stakes situations through case studies and legal analysis.

Speakers:

[Rocio Blanco Garcia](#), [Brittney Polo](#)

12:35 p.m. – 1:35 p.m.

Networking Lunch

1:35 p.m. – 2:35 p.m.

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

Internal complaints are no longer simple HR issues — they are strategic moves. Employers of all sizes face the growing challenge of employees who make internal complaints as a shield to disciplinary action or to seek leverage in employment disputes, including by sharing their claims on social media. Some employees refuse to engage in investigations, while others arrive prepared with outside counsel or even AI-driven advice. In many cases, employees gather confidential company data under the guise of “evidence” for their claims. This session will explore the complex intersection of whistleblower complaints, internal investigations and retaliation risks. Through role-play and audience participation, we'll examine common pitfalls and share strategies for regaining control in an era of increasingly sophisticated employee tactics.

Speakers:

[D. Porpoise Evans](#), [Kelly Pena](#), [Allison Wiggins](#)

2:35 p.m. – 2:50 p.m.

Break



2:50 p.m. – 3:50 p.m.

Employee Activism in the Workplace: Balancing Culture, Compliance and Leadership

From compensation transparency and religious accommodation requests to coordinated employee campaigns challenging workplace policies, employers face growing pressure to respond to employee activism. While many of these issues can appear to be simple employee-relations concerns, an ill-considered response may trigger liability under the National Labor Relations Act, Title VII or other employment laws. This session will discuss the evolving legal landscape, common employer mistakes, and practical approaches for addressing employee activism while maintaining operational effectiveness and legal compliance.

Speakers:

[Kimberly Doud](#), [Jessica Travers](#)

3:50 p.m. – 4:50 p.m.

The Rise of the AI-Empowered Employee: From Hiring to Firing (and Beyond)

Artificial intelligence is no longer a future workplace issue. Employees, managers, applicants and even self-represented litigants are using AI at every stage of the employment relationship. From AI-assisted recruiting and applicant screening to workplace investigations, performance management, internal complaints and litigation, employers face new opportunities and significant legal risks. This session explores how AI is reshaping the workplace and provides practical strategies for developing policies, evaluating risk and responding to emerging challenges. Topics include employee use of generative AI, AI-generated complaints and demand letters, bias and discrimination risks, and protection of trade secrets.

Speakers:

[Kim Rivera](#), [Tyler Sims](#), [Mikayla Almeida](#)