



2023 Arizona Regional Employer Conference

Wednesday, November 1 | Phoenix, AZ

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

2023 Employment Law Update

A perennial favorite at the firm’s Executive Employer Conference, now brought to the Arizona Regional Employer, is a fast-paced, highly entertaining session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled a terrific panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

- Shawn Oller, Shareholder - Phoenix
- Ian Beck, Associate - Phoenix
- Sarah Watt, Associate - Phoenix

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

With Agency Urgency: Best Practices for Arizona Employers Responding to Administrative Claims

Along with a noticeable rise in administrative charges, governmental agencies exude an aggressive and empowered vibe that is taking many Arizona employers by surprise. From the increase in paid sick leave claims with the Arizona Department of Labor to the uptick in unfair labor practice charges at the NLRB; or from creative legal theories at the EEOC to the expansion of scope of ADOSH, Arizona employers are facing an unprecedented increase in both state and federal level administrative claims that can be even more paralyzing and frustrating than litigation. Our attorneys will focus on practical suggestions for employers to minimize their vulnerability to the type of claims that employees tend to bring at the administrative level and strategies for responding to these claims, with an eye towards preventing them from turning into bigger problems.

Speakers:

- Laurent Badoux, Shareholder - Phoenix
- Steve Biddle, Shareholder - Phoenix
- Pablo Castellanos, Associate - Phoenix
- Ariel Clarke, Associate - Phoenix

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

From the 'Judge's' Bench: A Report Card on 2022-2023 FMLA/ADA Developments

The panelists will present on key developments in the FMLA and ADA space, and then discuss their respective views on the anticipated importance of those developments now, and in the months and years to come. These developments will include noteworthy case law, agency enforcement realities, and trends and recommended practices as employers emerge from the last three years focused on the pandemic to find themselves in both new, and sometimes familiar, territory in the leave and accommodation space.

Speakers:

Kristy Peters, Office Managing Shareholder - Phoenix

Jacqueline Langland, Associate - Phoenix

Gail Cohen, Legal Counsel, Employment at ASML

12:30 p.m. – 1:15 p.m.

Lunch

1:15 p.m. – 2:15 p.m.

Handbooks in the Remote Work Era

This session will explore the evolution of employee handbooks in the new post-pandemic remote/hybrid world of work and show what policies can assist you and your HR team going forward. It covers:

- Which policies should be added to the employee handbook to cover a hybrid/remote workforce and why you need them
- Which policies in a traditional handbook should employers consider revising or deleting altogether if they have only remote employees
- The pros and cons of nationwide policies, such as nationwide anti-harassment, PTO or Paid Sick Leave policies to avoid multiple state/local policies
- Best practices for messaging and implementation of new policies to a remote, nationwide workforce
- Updates regarding the NLRB's recent decision regarding handbook policies, applicable to unionized and non-unionized workplaces

Speakers:

Frederick Miner, Shareholder - Phoenix

Josh Waltman, Shareholder - Phoenix

Yijee Jeong, Associate - Phoenix

2:15 p.m. – 2:30 p.m.

Break

2:30 p.m. – 3:30 p.m.

Artificial Intelligence (AI) in the Workplace: Promises and Pitfalls

Artificial Intelligence (AI) tools hold great promise for the workplace by reducing HR workloads, speeding up HR processes, and increasing cost-efficiency in areas from talent attraction and recruitment to performance assessment and employee development. With great reward comes increased risk, however, including the potential for bias and inaccuracy and concerns about privacy and security. This presentation will deliver to employers a practical guide to understanding the promises and pitfalls of AI in HR functions, including an overview of the emerging regulatory landscape and suggestions for balancing the benefits of AI implementation with emerging litigation and compliance risks.

Speakers:

Andrea Lovell, Office Managing Shareholder - Phoenix

Melissa Shingles, Associate - Phoenix

Sarah O'Keefe, Associate - Phoenix

3:30 p.m.

Cocktail Reception