



2023 Carolinas Regional Employer Conference

Thursday, September 14 | Charlotte, NC

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:15 a.m.

2023 Employment Law Update

A perennial favorite at the firm’s Executive Employer Conference, now brought to the Carolinas 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:
- Kellie Tabor, Shareholder - Charlotte
 - Jasmine Little, Associate - Charlotte
 - Elizabeth Pratt, Associate - Charlotte

10:15 a.m. – 10:30 a.m.

Break

10:30 a.m. – 11:30 a.m.

Secure Act 2.0 Got You Feeling Insecure? Face the 401(k) Challenges and Find Workable Solutions

We will address the challenges for administering your company’s 401(k) plan considering the last-minute enactment of the biggest and most significant 401(k) Act changes in over a decade. We will discuss the implications of the changes, including: automatic enrollment changes, long-term part-time employee exclusions, required minimum distributions for those over age 72, student loan match contributions, age 50 and older catch-up contributions and the Rothification of contributions. We will also discuss practicable solutions for 401(k) plan sponsors in design and administration for 2023 to 2025.

- Speaker:
- René Toadvine, Shareholder - Charlotte

11:30 a.m. – 11:45 a.m.

Break

11:45 a.m. – 12:45 p.m.

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations

During 2022, most U.S. businesses steadily ramped up their return-to-office efforts, reasoning that the pandemic had largely ended and that it was time to “live with COVID” and “return to normal.” However, the return to the physical workplace has often proceeded in fits and starts, marked by the emergence of new COVID variants and other respiratory viruses, the prevalence of “long COVID,” growing numbers of employee requests for workplace accommodations based on both physical and mental health conditions, and proliferating state and local requirements. In a nutshell, what we have “returned” to feels very different from what we left. This session will review how COVID-19 has reshaped disability accommodation practices, including evolving assumptions about the reasonableness of proposed accommodations and the emerging case law in this area.

Speakers:

Matt Brown, Of Counsel - Charlotte

Jill Evert, Of Counsel - Greenville

Molly Shah, Deputy General Counsel at Amwins

12:45 p.m. – 1:30 p.m.

Lunch

1:30 p.m. – 1:45 p.m.

Break

1:45 p.m. – 2:45 p.m.

RIF Toolbox

The economic slowdown and fear of recession has caused companies across all industry sectors to restructure their operations and eliminate certain unprofitable lines of business, culminating in significant reductions in force. Is a business restructuring or reduction in force in your organization’s future? The Reductions in Force Toolbox session will provide you with an essential understanding of the recommended practices your organization can employ to effectively right-size while avoiding legal risk. We will also cover recent changes to the law, including the McLaren decision, and what that could mean for your business.

Speakers:

Bill Foster, Shareholder - Greenville

Emma Chase, Associate - Charlotte

Kevin Cleys, Associate - Charlotte

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

Reaching the Unreachable Employee – How to Connect with the New Generation of Workers

Employers are finding it increasingly difficult to manage the new generation of workers. These workers are highly tech savvy, seek purpose in social causes, want complete schedule flexibility and are happy to join a union. The ability of employers to connect with this generation of workers through traditional means has proven exceedingly difficult. We will discuss the significant workplace relations challenges, including union organizing, presented by this demographic, as well as tools we have found helpful with these workforces.

Speakers:

Stephen Dellinger, Office Managing Shareholder - Charlotte

Benjamin Hepner, Associate - Greenville

4:00 p.m.

Cocktail Reception