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## Employer Considerations: Mental Health and Employment Agreements

May 17, 2023

11:00 am CT - CT

Don't miss our next virtual WorkSmarts seminar covering the overlap of employment laws and mental health in the workplace and recent changes affecting employment agreements. Here is the full agenda:

### **When Mental Health Enters the Workplace: Understanding the Fine Line Between Employee Wellness and Employer Obligation | 11 a.m.-12 p.m.**

Join Spencer Fane attorneys [Bethany Vanhooser](#) and [DeAndrea Washington](#) as they discuss the rise of mental health-related issues affecting employers since the pandemic. Not surprisingly, mental health-related complaints of discrimination filed under the Americans with Disabilities Act (ADA) have been on the rise and now employees expect more from their employers when it comes to mental health support.

So, what can you do to address the mental health crisis sweeping the nation and your workplace – not only to minimize the chances of getting sued but to positively impact the lives of your workforce? This seminar will help employers effectively manage compliance obligations, as well as better understand how the ADA, FMLA and other workplace laws interact and affect these issues in the workplace.

Topics will include:

- Mental health issues in the workplace
- When and how mental health conditions trigger disability laws
- Proofing necessary workplace accommodations

- Recent case studies
- Best practices to comply with the ADA, FMLA, and other laws.

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**Employment Agreements Under Attack: An Update on the Attempts to Limit Employers' Ability to Enforce Non-Competes and Other Restrictive Covenants. | 12:15 p.m.–1:15 p.m.**

It's been a busy few months for employers who attempt to enforce restrictive covenants through employment agreements. From the FTC's proposal to essentially ban non-compete provisions, to the Workforce Mobility Act working its way through Congress, to the NLRB's decision to prohibit non-disparagement and confidentiality clauses in separation agreements, restrictive covenants are under attack. In this session, attorneys [Casey Murray](#) and [Mavish Bana](#) will focus on the practical steps employers can take to business in light of these significant changes.

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