SpencerFane®

Myth Busters (Legal Edition): Case-Law Updates, Hot-Button Issues in the Workplace, and ADA/FMLA Leave

September 18, 2024
11:30 am CDT - 3:30 pm CDT

Our industry-leading Spencer Fane attorneys are busting employment-law myths on September 18. Join us virtually for this half-day seminar covering everything from significant legal rulings to employee leave and accommodation requests.

View the full agenda below.

11:30 a.m. – 12:30 p.m. | The Court Rejects Your Reality and Substitutes its Own

Neither the courts nor government agencies have shied away from major employment and labor law developments in 2024. Join Dina Aouad, Mark Nelson, and Randi Winter as they explore some of the most significant legal rulings and regulatory changes issued this year, as well as the practical impact such legal developments have on employers. Topics will range from the effect of the U.S. Supreme Court's ruling that federal agencies are not entitled to special deference when interpreting their own regulations, to the U.S. Department of Labor's final rule increasing the minimum salary thresholds for exempt employees. Continuing the tradition for this annual legal update, the presenters will also cover some of the most interesting and humorous cases decided by state and federal courts in the year to date.

1:00 p.m. – 2:00 p.m. | Myth Busters and Hot Button Issues: From the 2024 Election to the Israeli Hamas Conflict, Breaking Down How Employers Should Deal with Hot Button Issues in the Workplace

As the 2024 election approaches and the Israeli and Hamas conflict rages on, employers are grappling with how to manage conflicts that arise when employees engage in discussions about political and social hot button issues. In this presentation, Laura Alaniz and Stacey Koju will examine what laws are implicated when employees discuss social and political issues in the workplace. They will also discuss best practices for resolving conflicts between employees who disagree about social and political issues. Lastly, the team will address how employers can promote respectful dialogue so that they can prevent conflicts about social and political issues in the workplace.

2:30 p.m. – 3:30 p.m. | Navigating the Intersection of FMLA Leave and ADA Accommodations

In this seminar, Amy Knapp and Sara Naylor will discuss common employer pitfalls related to employee requests for leave under the Family and Medical Leave Act (FMLA) and employee accommodation requests for leave under the Americans with Disabilities Act (ADA). They'll start with an overview of each law, including how the laws differ and overlap. Then, the team will walk through different scenarios employers may encounter when an employee requests medical leave, and how those requests for leave may implicate the FMLA, the ADA, or both. The presentation will emphasize that employers should be careful not to view employee leave requests in a vacuum – even though medical leave requests may typically seem to fall under the purview of the FMLA, the ADA is often implicated as well.