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Spencer Fane Returns to SHRM Arizona Leg Con to Provide Essential Labor and Employment Updates

Spencer Fane was pleased to sponsor the SHRM Arizona Chapter 2026 Legislative Conference (Leg Con) on February 20 in Phoenix. Attorneys Helen Holden and Kami Hoskins returned as speakers for the annual event.

Leg Con is a premier forum for HR professionals looking to remain current on legal activity critical to their professional development and organization's success. Helen and Kami presented the session, Navigating Religious Accommodations in Arizona: Legal Guidance for HR in 2026. The team explored essential legal updates in the labor and employment sphere and provided practical guidance on religious accommodations in the workplace. Helen and Kami covered how to recognize and respond to requests for religious accommodations, including time off for observance, dress and grooming exceptions, and vaccination exemptions. They also addressed the interactive process required under both federal and state law, documentation best practices, and how to avoid common pitfalls that can lead to costly litigation or EEOC enforcement actions.

Helen also joined Leg Con's closing keynote panel, providing a state and federal agency update.

At Spencer Fane, Helen leads the firm's Labor and Employment practice – a team in which Kami also adds significant value. They create and implement effective solutions for employers navigating complex labor and employment law issues, thus enabling business leaders to focus on running their organizations successfully.