SpencerFane®

WorkSmarts Half-Day Seminar – The Big Game: Kickoff 2022 With Updates On Compliance In The Workplace

February 16, 2022
10:00 am CT - 1:30 pm CT

Spencer Fane attorneys Kersten Holzhueter, Joe Hunt, Jay Ji, Stacey Garrett Koju, Charlotte McEwen, and Casey Murray will present an upcoming webinar covering the latest developments in workplace compliance.

The team will discuss a wide variety of topics, including Fair Credit Reporting Act (FCRA) compliance, I-9 compliance, employment-based immigration, and religious exemptions for COVID-19 vaccines, among others.

Date/Time: February 16, 2022 | 10:00am-1:30pm CT
Platform: Virtual
Cost: Free

Don't Drop the Ball on FCRA Compliance | 10:00-11:00 a.m.

When employers use consumer reports to make employment decisions, they must comply with the Fair Credit Reporting Act. But knowing what constitutes a consumer report and how to follow the law is easier said than done. Even minor and unintentional violations of the FCRA have resulted in large class action judgments against employers, particularly in recent years. We will help you understand the necessary steps to ensure compliance – prior to and after obtaining a consumer report – and how best to defend against claims under the FCRA.

View Presentation

Tackling I-9 Compliance and Employment-Based Immigration: Employer Be Aware | 11:15 a.m.-12:15 p.m.

This presentation will provide an overview of the confusing process of employment-based immigration to the United States. The focus will be on tools to spot issues and address many of the most common scenarios that employers encounter. The presentation by Spencer Fane attorneys Stacey Garrett Koju and Jay Ji will discuss:

An introduction to the fundamental pillars of our immigration system

- Common visa categories that professionals within human resources teams and legal departments should be aware of
- I-9 compliance processes and issues
- The impact of the Covid-19 pandemic on the employment-based immigration system

View Presentation

Religious Exemptions for COVID-19 Vaccines: Are you Providing a Reasonable Accommodation or Relying on a Hail Mary? | 12:30-1:30 p.m.

The ongoing COVID-19 pandemic has caused religious accommodation / discrimination / exemptions to become a huge issue in many workforces. This session will discuss best practices for managing religious accommodation requests (with a particular focus on vaccine exceptions) and avoiding religious discrimination claims in light of the EEOC's recent guidance and the various regulations requiring employers to consider such issues with regularity.

View Presentation