



SpencerFane®

WorkSmarts Two-Day Seminar: Fall Back Into Compliance

September 22, 2021

9:30 am CT – 2:15 pm CT

Spencer Fane attorneys [Greg Ash](#), [Rick Herold](#), [Helen Holden](#), [Megan Meadows](#), Sonja McGill, [Kelly Mooney](#), [Brian Peterson](#), [Courtney Powell](#), [Jon Watson](#), [Doug Weems](#), Elizabeth Wente, and [Randi Winter](#) will present at an upcoming virtual seminar covering a wide variety of labor and employment-related topics.

Over the course of two days several of the firm's attorneys and a few outside guests will discuss the following topics:

- Case Law Update – Developments from the Courts and Practical Takeaways
- Unique Issues in Drafting and Enforcing Restrictive Covenants in 2021
- Employee Benefits Update: Health Plan Changes on the Horizon
- Gender Politics in the Workplace
- Managing Indefinite and Intermittent Leaves of Absence and Other Tricky Attendance Challenges
- Pandemic Response: Lessons Learned from COVID-19
- Lifecycle of an IRS Audit: How to Prepare for and Defend an IRS Tax Controversy
- 2021 Employment Law Top Tips

Date/Time: September 22–23, 2021 | 9:30am–5:15pm

Platform: Virtual

Cost: Free

**Case Law Update – Developments from the Courts and Practical Takeaways |
Wednesday, 9:30–10:30 a.m.**

This presentation will summarize the facts and key legal holdings of important recently decided employment law cases and provide insight on what employers should do to comply with the holdings in those key cases. It will include an analysis of a recent Supreme Court decision regarding the ability of school districts to punish students for off-campus speech. It will also include an analysis of other employment law issues that will likely come before state and/or federal appellate courts in the coming years.

Lifecycle of an IRS Audit: How to Prepare for and Defend an IRS Tax Controversy | Wednesday, 10:45–11:45 a.m.

The presentation will cover the statistical chances of being audited by the IRS, activities that raise a “red flag” for audit, IRS audit and appeals procedures, and the various methods of resolving an IRS tax controversy both pre-litigation and post-litigation.

Employee Benefits Update: Health Plan Changes on the Horizon | Wednesday, 12:00–1:00 p.m.

The Consolidated Appropriations Act of 2021 included the most sweeping changes to employer-sponsored health plans since the Affordable Care Act. Almost all of those changes will be effective by January 1, 2022. In this session, we will arm employers with an action plan to help ensure compliance with the new transparency, mental health parity, and related reforms.

Gender Politics in the Workplace | Wednesday, 12:30–1:30 p.m.

A discussion regarding the current state of gender political issues in the workplace, including, the impact of Bostock, gender expression and identity, and the changing landscape of pregnancy discrimination laws.

Leaves of Change: Managing Indefinite and Intermittent Leaves of Absence and Other Tricky Attendance Challenges | Thursday, 12:30–1:30 p.m.

Join Spencer Fane employment law partners Elizabeth Wentz and Randi Winter as they navigate the challenging interplay between the ADA, FMLA, and state leave laws. We will address new and old “real world” scenarios for employee absence and

attendance issues, as well as how to minimize the impact such absences have on your business operations. In addition, we will discuss practical and legally compliant solutions for managing employee absences in a remote work environment.

Pandemic Response Team: Lessons Learned from COVID-19 | Thursday, 1:45-2:45 p.m.

This panel discussion will feature an interactive discussion with leaders from several organizations about how their organization has handled the COVID-19 pandemic, and what they have learned as a result. Moderated by two experienced members of Spencer Fane's Labor and Employment practice group, this presentation will feature an overview of how organizations of different sizes operating in different industries responded to the ongoing COVID-19 pandemic, including in areas such as complying with the complex array of federal and applicable state and local leave laws, handling remote work arrangements, vaccinations in the workplace, and a host of other issues.

Unique Issues in Drafting and Enforcing Restrictive Covenants in 2021 | Thursday, 3:00-4:00 p.m.

This presentation from two experienced Spencer Fane litigators will feature an interactive discussion of select issues relating to drafting and enforcing employment-related restrictive covenants. Topics covered will include lessons learned in litigation that may impact your drafting of non-compete and non-solicitation clauses, dispute resolution strategies to advance your company's objectives, what constitutes solicitation in the digital age, as well as unique ethical issues that arise when enforcing restrictive covenants. The presenters will discuss and debate the current state of the law, cases with unique facts and circumstances, and litigation giving rise to issues under both federal and state law.

Harvesting A Bounty of WorkSmarts 2021 Employment Law Top Tips | Thursday, 4:15-5:15 p.m.

Join many of Spencer Fane's Labor and Employment attorneys for a fun and interactive webinar to explore the important takeaways from our complete series of WorkSmarts webinars presented throughout 2021. This webinar will cover this year's major labor and employment law developments and the "best practices" for

compliance in lightning speed, recap fashion. Attendees will also have a chance to win Spencer Fane swag and other prizes that will be given away throughout the webinar session.