SpencerFane®

WorkSmarts Two-Day Seminar: the Name of the Game is Compliance

Spencer Fane attorneys Merritt Chastain, Helen Holden, Joe Hunt, Sam Jackson, Paul Jacobson, James Korte, Stephanie Lovett-Bowman, Megan Meadows, Matt Morrison, Brian Peterson, Tiffany Santhavi Watts, Rachael Thomson, Bethany Vanhooser, Rob Warzel, 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 a variety of relevant topics, including:

- Developments from the Courts and Practical Takeaways
- Keeping your Hands on the Wheel and Yours Eyes on the Prize
- Will the Real National Labor Relations Board Please Stand Up: An Employer's Introductory Guide to the National Labor Relations Act
- Top 10 OSHA Developments of 2022
- Responding to Charges of Discrimination before the EEOC and State Agencies
- What Employers Need to Know about Workplace Drug Testing

Date/Time: September 14-15, 2022 | 10:00 a.m.-2:45 p.m.
Platform: Virtual
Cost: Free

And the Survey Says: Developments from the Courts and Practical Takeaways | Wednesday, 10:00-11:00 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 the Supreme Court's recent decisions regarding abortion (Dobbs v. Jackson's Women's Health Organization) and prayer by employees in public schools (Kennedy v. Bremerton School Dist.). It will also include an analysis of other employment law issues that will likely come before state and/or federal appellate courts in coming years.

View Presentation

The "Amazing Race" against the DOL and the Ever Changing World of Independent Contractors | Wednesday, 11:15 a.m.-12:15 p.m.

Determining whether an individual may be classified as an independent contractor or must be treated as an employee can be challenging. In June, the US Department of Labor announced that it is developing a proposed rule on determining employee or independent contractor status under the Fair Labor Standards Act. This session will provide an overview of the tests and relevant factors to consider when classifying workers as independent contractors under the Fair Labor Standards Act, and, discuss the current regulatory landscape.

View Presentation

Workplace Investigations: Keeping Your Hands on the Wheel and Yours Eyes on the Prize | Wednesday, 12:30-1:30 p.m.

Coming to you live from Spencer Fane, this presentation centers on best practices for handling workplace investigations with an emphasis on avoiding mistakes that lead to EEOC complaints or litigation. Contestants will have the opportunity to spin the carnival wheel to solve each subtopic's word puzzle while learning how to navigate complex investigations and foster a welcoming environment.

View Presentation

Will the Real National Labor Relations Board Please Stand Up: An Employer's Introductory Guide to the National Labor Relations Act | Wednesday, 1:45-2:45 p.m.

With union popularity on a steep rise in 2022, there is no better time to learn the ins and outs of the National Labor Relations Act (the "Act"). In this session we will provide

an overview of the Act, including its application to union and non-union employers, the protections it provides workers, and how to avoid unknowing violations of the Act. We will also discuss the National Labor Relations Board ("NLRB"), the government agency tasked with overseeing and enforcing the Act, and will provide an insight into the changes that have occurred during the Biden administration and the changes to come in the future.

View Presentation

Will You Take OSHA Citations for $10,000? – Top 10 OSHA Developments of 2022 | Thursday, 10:00-11:00 a.m.

Spencer Fane OSHA defense specialists Merritt Chastain and Paul Jacobson will explain how employers can best position themselves to respond to ten of the most important developments related to OSHA in 2022. Merritt and Paul will touch on the current emphasis on heat hazards, the state of the law regarding COVID-19, and much more. This talk will help businesses improve employee safety and also minimize liability.

View Presentation

Employers, Come on Down: Responding to Charges of Discrimination before the EEOC and State Agencies | Thursday, 11:15 a.m.-12:15 p.m.

The first stop for employees alleging discrimination, harassment, or retaliation in the workplace is usually the Equal Employment Opportunity Commission or a similar state agency. This session will help employers better understand the EEOC process, so that when issues with the agencies arise on occasion, they are prepared for the process.

View Presentation

No Need to Phone a Friend: What Employers Need to Know about Workplace Drug Testing | Thursday, 12:30-1:30 p.m.

Workplace drug testing is a prevention and deterrent method that is often part of drug-free workplace programs. But getting it right is easier said than done,

particularly because of the variety of local and state laws governing when and how to test and what to do when an employee tests positive. It is further complicated by the prevalence of legal marijuana and certain protections available for off-duty use. This presentation will help you understand the 'ins and outs' of workplace drug testing and developing a reliable testing program that adheres to state and federal requirements.

View Presentation

"I'll Take Compliance 101 for $200!" | Thursday, 1:45-2:45 p.m.

In this fast-paced game show themed presentation, join your hosts, Spencer Fane attorneys Helen Holden and Randi Winter, for a recap of the main lessons and takeaways from all of the 2022 Spencer Fane WorkSmarts webinars to date. Contestants (you!) will enjoy an overload of information in a fun, interactive format with the added opportunity to win Spencer Fane swag and other great prizes based on participation.