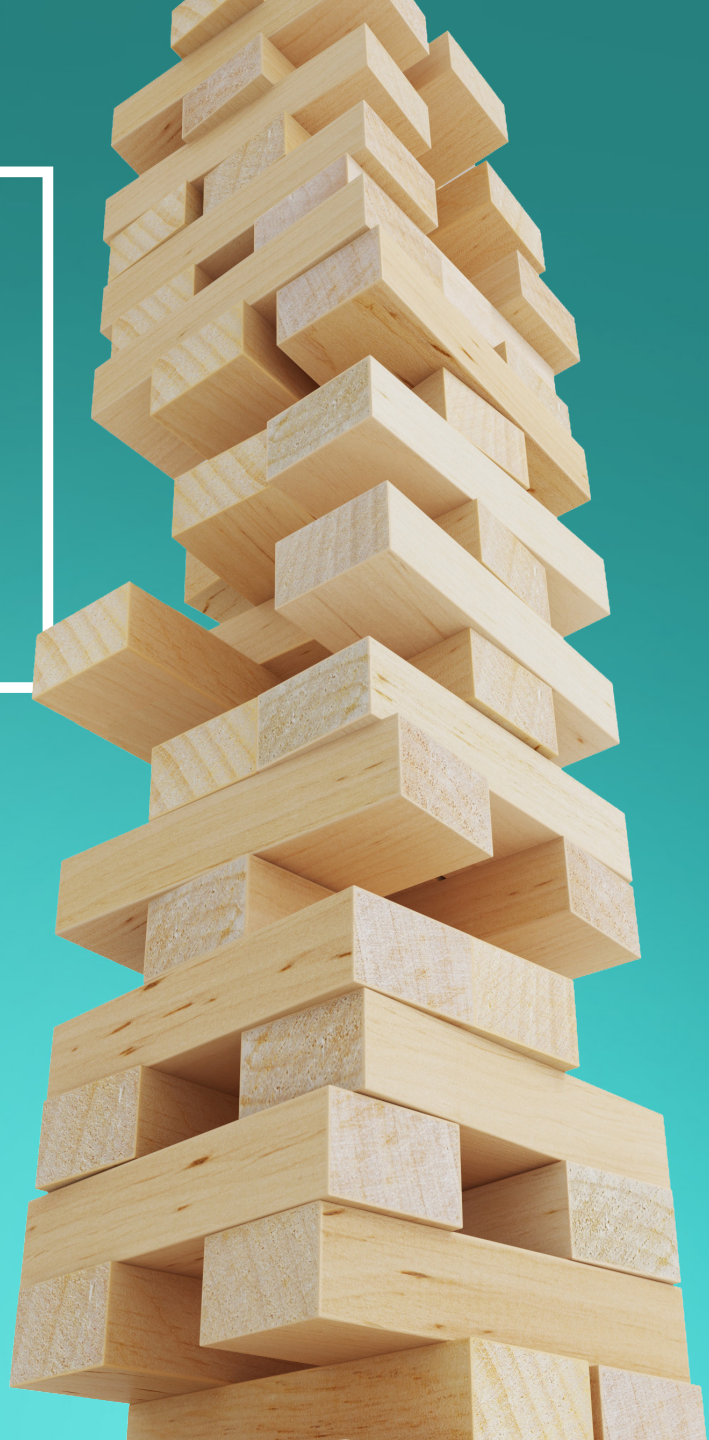


EVERY MOVE MATTERS

**Fredrikson's Annual
Employment & Labor
Law Seminar**

Tuesday, October 22, 2024
Thursday, October 24, 2024



Day 1 Agenda

Tuesday, October 22, 2024 • 8:00 a.m. – 12:00 p.m.

8:00 – 8:05 a.m.

Welcome

Teresa M. Thompson

8:05 – 9:00 a.m.

Federal & State Updates From 2024

Krista A. P. Hatcher and Kathryn Atkinson Overberg

Stay ahead of the game with guidance on important updates in federal and state employment laws that may impact your workplace.

9:10 – 10:05 a.m.

Balancing Rights and Respect in Employees' Workplace Speech and Expression

Nancy S. Anton, Claire E. Beyer and Jade B. Jorgenson

In the current political and social climate, workplace discussions about contentious topics are inevitable. Achieve equilibrium between limiting disruptions and maintaining a respectful and inclusive workplace with guidance on the policies and practices that impact workplace speech and expression.

10:05 – 10:25 a.m.

Break

10:25 – 10:55 a.m.

Benefits Update

Debra J. Linder

Make the right moves with these updates on current developments relating to retirement, health and other benefit plans.

11:05 a.m. – 12:00 p.m.

The Evolving Landscape of Accommodations and the Impact of the Pregnant Workers Fairness Act

Anne M. Radolinski and Teresa M. Thompson

Fortify your reasonable accommodation foundation as we explore the legal and practical ramifications of the Pregnant Workers Fairness Act (PWFA) and state law developments relating to reasonable accommodation for pregnancy, childbirth and related medical conditions, and discuss how the new laws may require companies to adjust their traditional reasonable accommodation strategies.



Day 2 Agenda

Thursday, October 24, 2024 • 8:00 a.m. – 12:00 p.m.

8:00 – 8:50 a.m.

Show Them the Money: Navigating the Evolving Landscape of Pay Transparency and Equity Laws

Danny A. Bihrlé, Olivia N. Norwood and Emily S. Pontius

Build a solid foundation as we navigate the growing number of state and local pay transparency laws and salary history bans, how they apply to your business and hiring practices, and practical guidance for compliance.

9:00 – 9:25 a.m.

Labor Law Limbo

Bryan J. Morben and Bridget R. Penick

The National Labor Relations Board has continued its efforts to “level the playing field” for employees by rolling back previous employer-friendly decisions, many of which have been challenged in courts across the country. For both union and non-union employers, level up your gameplan as you learn the latest developments in labor law, including the potential impacts of the recent Supreme Court term.

9:25 – 9:50 a.m.

Drug & Alcohol-Free Workplace – Compliance or Confusion?

Ayesha Mitha, Ashley R. Thronson and Penny S. Oleson

Legalization of cannabis and state law changes have dealt major blows to Drug and Alcohol testing structures. Learn the updated rules and new strategies so you can proceed with confidence and keep your workplace steady.

9:50 – 10:10 a.m.

Break

10:10 a.m. – 11:00 a.m.

Puzzling Out Minnesota’s New Paid Family and Medical Leave Program

Ingrid N. Culp, Erin M. Edgerton Hall and David G. Waytz

Put the right pieces together after this overview of Minnesota’s new paid family and medical leave program, how it will work and how it will dovetail with other leave laws and benefits such as FMLA, ADA, PWFA, MPPLA, short-term disability, workers compensation, and sick and safe leave.

11:10 a.m. – 12:00 p.m.

Q&A Session

Nancy S. Anton, Ingrid N. Culp, Krista A. P. Hatcher, Bridget R. Penick, Anne M. Radolinski, Teresa M. Thompson and David G. Waytz

Solve workplace puzzles and get your questions answered during this live Q&A session.

