

6th Annual Employment Law Day 2022: Enough About COVID - What Else To Watch For

With all the focus on COVID these last two years, many employers have not had the opportunity to focus on other developing and evolving employment law issues. During our 2022 Employment Law Day, we will bring you up to speed on what else we are focused on in the shifting employment law landscape. This includes the interaction between existing laws and workforce changes, shifts in agency policy and enforcement priorities stemming from the Biden Administration, the continued viability and enforceability of non-compete agreements, and the continued assault on the use of independent contractors in the workforce.

Agenda:

Old Laws, New World: Applying Existing Laws to a Changing Workplace - Yes we said we wouldn't focus on COVID – but we can't ignore the way it has changed the American workplace. This presentation will explore the application of existing employment laws to the new circumstances. From navigating remote worker issues to managing employees during a labor shortage – we will highlight critical issues that employers should be mindful of as they adapt and evolve.

Heads Up! The Policy Pendulum is Swinging Back Under the Biden Administration – From the Obama to the Trump to the current Biden Administration, policies have been fluctuating immensely. With the changes in areas like confidentiality to social media policy, businesses have had to adapt based on the various administrations. This topic will discuss the benefits of adjusting policies to fit the revolving door we call politics.

1, 2, 3! Know Your ABC's About Independent Contractors –With the rise in the gig economy, the independent contractor workforce has become front-page news and is attracting more attention than ever from federal, state, and local agencies. As a result, in the past few years, we have seen a shift in the independent contractor landscape and growing use of the "ABC Test." We will discuss the shifting legal environment, how it is likely to keep changing and how to prepare for those changes.

Sign on The Dotted Line: Is the Non-Compete Agreement Even Enforceable Now? – All over the US, the conversation has sprung up over whether employees should be exclusive to their company or if companies need to adapt to socio-economic changes. When it comes down to it, is having a non-compete worth it? This discussion goes over how non-compete agreements have evolved over time and whether they have become a thing of the past.

VIEW PRESENTATION



Jessica Summers

Principal (She/Her)



Hayes Edwards

Principal



James Hammerschmidt
Co-President (He/Him)



Scott Mirsky
Principal (He/Him)