

ADAMS AND REESE LLP

AR/HR Summit November 17 & 19

Tuesday, November 17

11:00 – 11:40 a.m. CST

Who Dat, Where Y'at?

Liz Roussel

Employers have unprecedented access to data about their employees' activities and whereabouts—both on- and off-the-job. They can use the information they collect to measure productivity, record time worked, promote safety compliance, and more. But doing so is not without risk. This presentation will focus on the types of information employers can collect, how they are using it, the benefits they can gain from it, as well as the legal risks they can encounter.

You'll learn:

- What technology employers can use to collect data about their employees
- What data employers can permissibly use and what benefits they can gain from doing so
- What legal risks and claims are attendant to using collectable data

12:00 – 12:40 p.m. CST

COVID Audits by the SBA, IRS and DOL – Are You Ready?

Greg Rouchell and Chris Kane

Many companies that were able to take advantage of Paycheck Protection Program (PPP) loans earlier this year are now facing the possibility of audits. What should borrowers consider and do to prepare for PPP loan audits?

In this presentation, you'll learn what employers need to have ready to turn over to the IRS to establish entitlement to tax credits for paid leave under the Families First Coronavirus Response Act. We'll also cover the documentation employers must maintain for any employees that were granted or denied paid sick leave under the Families First Coronavirus Response Act.

1:00 – 1:45 p.m. CST

What Not To Do When Served with an EEOC Charge

Suntrese Williams-Maynard and Scott Hetrick

What's scary, no matter the season? Being served with an EEOC Charge of Discrimination and not knowing the right steps to take to protect your company. This presentation covers how to properly respond to an EEOC Charge, how to develop and implement best practices for minimizing EEO issues in the workplace, and how to interact with EEOC during the administrative phase, with the guidance and inside knowledge of a former EEOC attorney. We'll also cover how to navigate internal workplace investigations from a general standpoint so you're prepared and armed with the proper knowledge in the event it happens to you.

Thursday, November 19

11:00 – 11:40 a.m. CST

Remote Working: ADA, FMLA and Other Best Practices and Pitfalls

Margaret Myers

Working from home is part of our current "normal" and may be so for the foreseeable future. A new work environment, however, has its challenges. Employers must know how to effectively evaluate ADA and FMLA work-at-home/telework requests and limit their exposure to legal risk during and beyond the COVID-19 pandemic. This discussion will cover best practices when considering non-ADA/FMLA work at home/telework requests, the ins and outs of telecommuting policies, and other legal risks, such as FLSA claims (particularly for non-exempt employees), disclosure of trade secrets and confidential information removed from the office, breach of privacy claims, and regulatory issues.

12:00 – 12:40 p.m. CST

Keeping Up With the Law: How Recent Supreme Court Decisions Impact My Business

Lauren Tafaro and Hunter Schoen

We'll walk through five recent Supreme Court decisions and discuss how they impact businesses and personnel decisions. Topics include discrimination related to sexual orientation and gender identity, personnel actions and consideration of age, and more.

Cases we'll examine in this presentation include:

- *Our Lady of Guadeloupe School v. Morrissey*
- *Bostock v. Clayton County*
- *Babb v. Wilke*
- *Kansas v. Garcia*
- *Intel Corp. v. Sulyma*

1:00 – 1:45 p.m. CST

Post-Election Landscape: Can Employers, the President, Congress, and the Supreme Court All Get Along?

Greg Rouchell and Tony Swafford

Does the upcoming presidential election have you, as an employer, biting your nails or cowering in the corner? No fear! We'll cover potential outcomes and will discuss what employers should expect in terms of policy, no matter who wins the White House. We'll also discuss how the partisan make-up of Congress post-election could impact legislative initiatives that affect employers, and we'll examine how the expected and current ideology of the Supreme Court could impact employers as well.