

2021 Employment Law Institute (Webinar Series)

For more than 25 years, the annual Employment Law Institute has brought together human resource professionals, business owners, executives, and managers in a wide range of industries across this region to learn about the latest legal developments, best practices, and strategies to make their organizations legally compliant and employers of choice. While we continue to face the live-event challenges amid the pandemic, we promise the show will go on, and we will still deliver the same timely and relevant content you've come to expect.

We have packaged our usual one-day live seminar into a series of webinars to cover the same variety of topics, but delivered to your desktop in bite-sized sessions. Plan now to join us every Thursday in April for the **2021 Employment Law Institute (Webinar Series)**.

HRCI, SHRM, and CLE credit will be requested for registered live webinar participants. Registrants will receive downloadable materials to use as a desk resource and will also have access to view recorded versions of all sessions online at their convenience. View the series schedule below:

April 1

11:30-1:30 CT

New Court Rulings and Legislation Every Employer Needs to Know About

TARA EBERLINE AND BOYD BYERS



With COVID-related issues dominating the employment law landscape during the past year, it could be easy to overlook other important legal developments that impact the workplace. But not to worry: this comprehensive update will cover significant

new court rulings and legislative activity that employers need to know.

Agency Update ... What's in Store at the EEOC, DOL, NLRB, and OSHA Under the New Administration, and How Might It Affect My Organization?

DON BERNER AND FORREST RHODES, JR.



A new administration brings many changes, among them is the areas of focus for the various federal agencies that deal with employment law issues. In this session, we'll identify areas where these agencies have or are planning to focus so that employers are best positioned to stay ahead of the compliance curve.

One Year In: A Look at the Latest COVID-Related Employment Law Issues and Developments

TARA EBERLINE, SARAH OTTO, AND SARAH STULA



Just over a year has passed since the first COVID-related orders impacted so many of our workplaces. In this presentation, Foulston attorneys will address many of the legal and practical changes that have occurred since then and will provide analysis on how COVID-19 is likely to affect our workplaces in 2021. We'll discuss amendments to FFCRA paid leave, considerations surrounding mandatory and optional vaccination policies for employees, and the status of additional stimulus measures under the Biden administration, among other topics.

April 15

11:30-1:30 CT

Wage and Hour Law: What's New, and What Are the Old Things I Should Be Worrying About?

FORREST RHODES, JR., AND TRAVIS HANSON



The Biden administration Department of Labor has signaled a move toward "rigorous enforcement" of the Fair Labor Standards Act, and a key element of that strategy will be active wage-and-hour audits. In this session, we'll do a deep dive into the DOL's primary enforcement tool, identifying common problem areas as well as some practical tips for how employers can keep their workplaces compliant.

April 8

11:30-1:30 CT

The Ever-Changing World of Employee Benefits

JASON LACEY



Between COVID-19 relief and the policy perspectives of a new Congress and administration, laws and rules for employee benefit plans have continued to evolve at a rapid pace. Join us for a lively discussion that will get you up to speed on the latest developments affecting employee benefits, including recent COVID-19 relief for flexible spending accounts and cafeteria plans, new mandates for group health plans, and retirement plan rules aimed at providing benefits to part-time employees.

The Price Is Right – Employment Law Style

DAVID ROGERS, TERESA SHULDA, AND BOYD BYERS



Do you know how much a stray comment or failure to follow your policies can cost your organization? You just might be surprised. In this session we'll play the game show "The Price Is Right" using real cases, settlements, and jury verdicts from across the country and share what lessons can be learned to prevent such costly liability. These scenarios are back from the annual SHRM conference by popular demand, and this session will feature updated analysis and live Q&A with Boyd and Teresa. Come on down!

April 22

11:30-1:30 CT

Navigating Complex Leaves of Absence: Balancing FMLA, ADA, and Workers' Compensation Requirements

TERESA SHULDA AND MORGAN GEFFRE



Leave management can be difficult and confusing for any employer. Trying to understand the overlap between the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and workers' compensation can be daunting at best, and ripe with legal pitfalls at worst. In this interactive, case-study-based session, we'll examine key regulations, common issues, and employer best practices to steer clear of potential violations of state and federal law.

All-New Employment Law Mythbusters

BOYD BYERS, CHARLES McCLELLAN, AND EMILY MATTA



We're back to put more pieces of common HR and employment-related wisdom — and you — to the test. What's true? What's a myth? Join us in this interactive session to find out! As Mark Twain famously said, "It ain't what you don't know that gets you into trouble. It's what you know for sure that just ain't so."

April 29

11:30-12:30 CT

Tales From the Dark Side: Employment Law Trends, Our Predictions for the Future, and What This Means for You

VAUGHN BURKHOLDER AND JEFF DEGRAFFENREID



Jeff and Vaughn will provide a fun and energetic update on some recent employment trends, including the latest on workplace investigations best practices, employment litigation trends, and what the future workplace may look like. Little known fact: Jeff and Vaughn fancy themselves as "futurists." (Please ... no trick questions like, "What's a blue henway?")

This session will feature a panel of Foulston employment law attorneys. Have questions you want them to address? Submit them to us at www.surveymonkey.com/r/AskFoulston.

This webinar series is designed for human resource professionals, executives, managers, and in-house lawyers. Enrollment is open for corporate and government counsel. Attorneys in private practice require prior approval.

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