

2022 Employment Law Institute

Webinar Series

FOULSTON
ATTORNEYS AT LAW

For nearly 30 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 again 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 **2022 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. You won't want to miss it – register now!

SERIES SCHEDULE

THURSDAY, APRIL 7, 2022 | 11:30 AM - 1:30 PM CT

NEW COURT RULINGS AND LEGISLATION EMPLOYERS NEED TO KNOW



Boyd Byers + Teresa Shulda

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.

WHAT'S NEW AND WHAT'S TO COME FROM THE EEOC, DOL, AND NLRB



Don Berner + Forrest Rhodes, Jr.

We're one year into the Biden Administration and the executive branch agencies that govern the span of employment laws are beginning to take on his shape and goals. In this session we'll dig into where the agencies have gone in the areas of discrimination law, wage and hour, employee safety, and others, and where we see these agencies moving into 2022.

THURSDAY, APRIL 14, 2022 | 11:30 AM - 1:30 PM CT

ARE WE THERE YET? THE LATEST COVID-RELATED LEGAL DEVELOPMENTS AND THE LEGACY OF COVID



Don Berner + Charles McClellan

You might be asking how COVID-19 managed to turn into Covid 2022. Like a bad visitor we can't seem to get rid of, COVID keeps hanging around and causing problems for employers. We will check in on the state of COVID-related rules/regulations that might apply in your workplace. We also will spend some time talking about longer-term repercussions of the pandemic on your workplaces, such as how your "short-term" responses to the pandemic might have long-term ramifications and how you might respond to the changing labor market.

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REASONABLE ACCOMMODATION IN A PANDEMIC AND POST-PANDEMIC WORLD



Tara Eberline + Eric Turner

What was an unreasonable accommodation request before the COVID-19 pandemic may very well be reasonable today. This presentation will cover an employer's obligations to accommodate employees with disabilities and will discuss how the pandemic has affected both the interactive process and the ultimate determination of whether a requested accommodation is reasonable. We will discuss how courts are addressing these issues and give practical guidance on navigating these challenging situations.

THURSDAY, APRIL 21, 2022 | 11:30 AM - 1:30 PM CT

THE INS AND OUTS (AND HIDDEN DANGERS) OF UNEMPLOYMENT CLAIMS



Forrest Rhodes, Jr. + Travis Hanson

In this session we'll dig into the mechanics of the unemployment process, including how claims are processed and how employer unemployment rates are assigned. We'll also work through issues that frequently arise with unemployment claims and appeals so you can be better prepared to challenge (and win) those claims.

UNCONSCIOUS BIAS AND THE AUTOMATIC MIND



Sarah Otto + Sarah Stula

Emerging research shows that unconscious bias can lead to unequal racial, gender, and other outcomes. And the research is clear – discriminatory implicit biases can impact our responses, even when the responding individual has egalitarian conscious views. This presentation will address increasing your own awareness of automatic thoughts and responses through interactive activities and real-world examples, the impact unconscious bias can play on perception, research-based strategies for combating implicit bias – both at the individual and institutional level – and the importance of cultural competency.

THURSDAY, APRIL 28, 2022 | 11:30 AM - 1:30 PM CT

EMERGING LEGAL ISSUES INVOLVING GENDER, SEXUAL ORIENTATION, AND GENDER IDENTITY BIAS



Teresa Shulda + Emily Matta

The *Bostock* decision and the EEOC's updated sexual orientation and gender identity (SOGI) guidance clarified that SOGI discrimination is prohibited by Title VII, but employers still have questions that remain unaddressed by courts and the EEOC. We'll highlight emerging legal issues, including pronoun usage, bathroom/locker room usage, and discuss examples of SOGI-specific forms of harassment the EEOC and courts warn employers to avoid. We'll also discuss the interface between religious and First Amendment rights and LGBTQ employee rights, current cases in the courts, and questions these cases may answer for employers.

WAIT, WAIT, DON'T SUE ME



Vaughn Burkholder, Tara Eberline, + David Rogers

Socrates said, "Wisdom is knowing what you don't know." What legal landmines are lurking out there that you might not know you don't know about? In this lively session, play along and learn as contestants are quizzed in humorous ways about recent legal developments and overlooked and misunderstood employment laws.

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