

Employment Law Institute

FOULSTON
ATTORNEYS AT LAW

Join us every Tuesday in April for the 2024 Employment Law Institute – a series of timely and relevant updates on the latest employment law information you need to know. The first three sessions will be presented as live webinars. The fourth and final session of the series will have the option to attend virtually or in person in Kansas City or Wichita. Limited seating is available in person, and a reception will follow for those attendees. All sessions will be recorded and can be viewed later at your convenience, so there's no risk of missing content.

For over 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 the region to learn about the latest legal developments, best practices, and strategies to make their organizations legally compliant and employers of choice. **You won't want to miss it – register now!**

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EVERY
TUESDAY
IN APRIL

SERIES SCHEDULE

Tuesday, April 2 (virtual) 11:30 AM - 1:30 PM CT



EMPLOYMENT LAW UPDATE: NEW COURT RULINGS AND LEGISLATION

Boyd Byers + Tara Eberline

This year the Supreme Court will decide several important issues that could significantly impact the employment law landscape. This comprehensive update will bring you up to speed on those and other major court cases, recent legislative activity, and other legal developments employers need to know about to remain legally compliant and implement best practices.



THE EXECUTIVE BRANCH OF THE GOVERNMENT TREE – AN UPDATE ON AGENCY AND REGULATORY ACTIVITY

Don Berner + Forrest Rhodes, Jr.

Executive agencies have been full speed ahead with various regulatory changes. In this session, we'll discuss key activities and decisions within the various employment agencies and identify some areas of interest moving forward.

Tuesday, April 9 (virtual) 11:30 AM - 1:30 PM CT



NAVIGATING COMPLEX INTERMITTENT-LEAVE SITUATIONS

Teresa Shulda

This session will focus on those tough intermittent-leave situations that HR hears about most often from management. We'll walk through recent cases in which courts addressed claims of FMLA violations associated with intermittent leaves. We'll also tee up real-life leave scenarios and discuss legally compliant options for easing operational difficulties presented by these situations.

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Tuesday, April 9 (continued)



AVOIDING COMMON EMPLOYEE BENEFITS MISTAKES

Charles McClellan + Jeremy Graber

The rules and regulations governing employee benefit plans are daunting, and inadvertent mistakes in this area can have serious consequences. In this session, we'll identify some common errors we often see employers and their benefit plans make. We'll talk about how you can avoid — and correct — these common mistakes.

Tuesday, April 16 (virtual) 11:30 AM - 1:30 PM CT



NEW EXPECTATIONS WHEN YOUR EMPLOYEE IS EXPECTING: PREGNANT WORKERS FAIRNESS ACT

Tara Eberline + Morgan Geffre

The Pregnant Workers Fairness Act ("PWFA") went into effect in 2023, and the EEOC's final regulations will be issued soon. This presentation will discuss an employer's obligation to provide reasonable accommodations to pregnant employees under the PWFA and to accommodate mothers under the Providing Urgent Maternal Protections for Nursing Mothers Act ("PUMP Act"). We'll also discuss recent cases in which courts have applied laws impacting pregnant employees.



THE STATE OF RELIGIOUS ACCOMMODATION

Teresa Shulda + C. Edward Watson, II

The legal requirements associated with religious accommodations have been in upheaval since the pandemic, when many employees sought religious exemptions from vaccine requirements. This session will zero in on the current standard to remain legally compliant when employees seek religious accommodations. We'll discuss the heightened burden employers have to establish to deny religious accommodations and walk through scenarios where an employee's religious accommodation request might conflict with the rights of LGBTQ employees.

Tuesday, April 23 (option to attend live or virtual) 1:30 PM - 3:45 PM CT



AN OUNCE OF PREVENTION: 10 THINGS YOU CAN DO NOW TO PROTECT YOUR ORGANIZATION FROM LIABILITY LATER

Don Berner + Boyd Byers + Tara Eberline + Forrest Rhodes, Jr.

Have you ever thought, "I wish I had a 'do-over'" after seeing how an HR issue plays out? In this session, we'll discuss the steps (or missteps) that you can make (or not make) to protect against legal headaches and liability that may be lurking just around the corner. A panel of experienced employment lawyers will share their thoughts about best practices and lessons some employers have learned the hard way.

EMPLOYMENT LAW SQUARES

You won't want to miss this interactive, entertaining, and educational session, in which contestants selected from the audience compete in a game-show format, and all attendees, both live and virtual, can play along by registering their votes. An array of lawyers will be asked real employment law questions, and contestants will either agree or disagree with their answers (which could be bluffs) to try to gain squares and win the game. Learning and hilarity will ensue.

PLEASE NOTE: *This session is scheduled at a different time of day than the earlier sessions in the series.*

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