

2018 Employment Law Institute

May 24, 2018 | Hyatt Regency Wichita

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 9:30 The Weinstein Effect: Addressing Sexual Harassment in Today's Workplace

Trish Thelen, Teresa Shulda, Jeff DeGraffenreid

You're all aware of recent heightened media and cultural attention on sexual harassment. But how should the #MeToo movement impact your own workplace policies and procedures regarding harassment? In this session, we'll discuss topics such as workplace dating relationships, what types of conduct constitute sexual harassment, reporting and investigation procedures, and the concept of "due process" for both the complainants and those accused of sexual harassment. We'll also discuss best practices for sexual harassment policies, how they should be different and more expansive than legal requirements, and how consistent application of such policies can prevent a #MeToo crisis in your own workplace.

9:30 – 9:50 Break

9:50 – 10:50 Employment Law Round-Up – The Latest from the Legislature, Agencies, and Courts

Don Berner, Boyd Byers, Forrest Rhodes

Hold on to your hats, pardners. This quick-moving session will cover the latest employment law developments you need to know about to keep your organization out of the pokey. Topics will include significant new court rulings, legislative initiatives, and the current direction and focus of the EEOC, DOL, NLRB, and other administrative agencies. Yee-haw!

10:50 – 11:10 Break

11:10 – 12:10 Breakout Session #1

1. In the Beginning: What Every HR "Newbie" Needs to Know about Employment Law

Trish Thelen, Don Berner

Are you new to HR? Are you worried that what you don't know might hurt you ... and the organization where you work? If you're looking for an entry-level yet comprehensive course in employment law to help you recognize potential legal issues in your workplace, then this introduction to employment law is

designed just for you. This session will touch on a wide variety of employment law issues to help you spot issues or concerns before they become large problems.

2. Tax Reform and Other Recent Developments Affecting Employee Benefits

Jason Lacey

We know tax reform was all about corporate taxes, right? Well, not so fast. Employee benefits were affected too, with changes impacting executive compensation, retirement plans, fringe benefits, paid leave, and even the ACA. This session will bring you up to speed on these changes and other recent developments, including a further delay of the Cadillac Tax and new DOL regulations on association health plans.

3. Five Things You Can Do to Avoid Wage and Hour Law Headaches

Forrest Rhodes, Charles McClellan

This session will examine a variety of practical steps employers can take to help prevent wage and hour problems. We'll also discuss some recent court decisions that show how these issues can arise and their potential consequences.

12:10 – 1:15 Lunch

1:15 – 2:45 A Legal, Business, and Personal Perspective on the Emerging Transgender Population in the Workplace

Featured keynote speaker, Alyssa J. Bryant, Esq.

Recently, the EEOC and now several federal courts have interpreted Title VII's prohibition of sex discrimination to cover employment discrimination based on gender identity or sexual orientation. This past November, a jury in Oklahoma City awarded a \$1.1 million-dollar verdict in favor of a transgender employee in a Title VII lawsuit. In this presentation, keynote speaker Alyssa J. Bryant will help you understand key definitions and some of the scientific and historical context of transgenderism, provide practical tips on working with the estimated one and a half million transgender Americans in the workplace, and bring you up to speed on the evolving case law. In addition, Ms. Bryant will share some of the experience of being transgender by relating her own journey as a transgender woman before and after transitioning.

2:45 – 3:00 Break

3:00 – 4:00 Breakout Session #2

1. Mental Illness in the Workplace: Staying Compliant with the FMLA and ADA

Teresa Shulda, Steve Massoni

Emotional and psychiatric impairments can be among the most difficult problems facing HR professionals and managers. In this session, you'll learn how to recognize the warning signs of conditions that are often hidden from plain sight or are still stigmatized. We'll discuss interesting real-life workplace scenarios and how to remain compliant with the ADA and FMLA when dealing with these situations.

2. Workforce Development: Hiring and Managing New Workers

Jeff DeGraffenreid

Workforce development is frequently cited as one of the most significant challenges facing Kansas employers. A Foulston lawyer who spent nearly a decade working for a large public company will lead a discussion of the legal issues and business challenges associated with hiring and managing new workers in the Sunflower State.

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4:00 – 4:30 Speaker Q&A

4:30 Reception