



Littler

ENVISION WORK



PACIFIC NORTHWEST REGIONAL EMPLOYER | PORTLAND, OR | September 12, 2024

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:15 a.m.

2024 Employment Law Update

A perennial favorite at the firm's Executive Employer Conference, now brought to the Pacific Northwest Regional Employer, is a fast-paced, highly entertaining session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. We have assembled a terrific panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[Erin Sweeney](#), [Alyesha Asghar](#), [Bri Swift](#)

10:15 a.m. – 10:30 a.m.

Break

10:30 a.m. – 11:30 a.m.

Top 10 Leave Law Compliance Issues You Should Be Thinking About Right Now

Oregon and Washington leave laws as well as the Family and Medical Leave Act (FMLA) can be a huge trap for unwary employers especially with shifting and (at times) overlapping leave entitlements. Thorny issues include: recognizing an employee's notice of the need for leave, avoiding stacking of leave banks, tricky medical certification issues, unplanned intermittent leave taken on a moment's notice, suspicions of leave misuse, and more. No wonder employment counsel and HR professionals everywhere regularly identify leaves of absence as the most difficult to administer and a constant compliance nightmare. But it need not be this complicated, and you do not have to fight through these issues alone. Through the use of case studies, polling, and perhaps even a little humor, we will engage attendees on the most difficult leave compliance issues while offering practical solutions so employers can minimize risk and maximize compliance with the law.

Speakers:

[Cristin Casey](#), [Paul Cirner](#), [Goldie Davidoff](#)

11:30 a.m. – 11:45 a.m.

Break

11:45 a.m. – 12:45 p.m.

Modern Labor - Everything Has Changed

There is nothing 'traditional' about today's labor law landscape. Employers are experiencing a once-in-a-generation transformation in labor and employee relations. Shifts in social/political issues, new technologies creating a more connected workforce, and evolving employee behaviors and expectations, coupled with unprecedented changes in the interpretation and enforcement of the National Labor Relations Act require employers to take a fresh look at their employee engagement and labor readiness plans. What was once ready is now dusty, leaving employers at significant risk of various types of business disruptions.

In this session, Littler labor attorneys will share data, trends, and both high-profile and behind-the-headlines lessons learned to help you better understand labor risks and actions you should consider before determining whether your organization is 'ready.'

If you answer 'yes' to any of these questions, your company may be uniquely vulnerable in this new environment and this session is for you.

1. Are there demographic gaps between your front-line employees and your senior leadership team?
2. Has your organization experienced an increase in social/political awareness issues in the workplace in recent years?
3. Is protecting your culture and brand a top priority?

Speakers:

[Ryan Hammond](#), [Erin Sweeney](#)

12:45 p.m. – 1:45 p.m.

Lunch

1:45 p.m. – 2:45 p.m.

Papering the File, How Much is Too Much?

Employers can have a plethora of relevant – and sometimes case-ending – evidence. From performance reviews to cell tower pings and GPS data on mobile devices (that may show where and how long a plaintiff was “working”), to social media accounts that may tip the scales in a case. Using real-life examples, this interactive session will discuss documentation before a lawsuit is filed, if there is such a thing as too much documentation, and how to find opportunities to win employment cases using the evidence.

Speakers:

[Lisa Shevlin](#), [Christine Sargent](#)

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:15 p.m.

How to Referee Whistleblowing: Tips on Investigating and Defending Whistleblower Claims in the U.S. and Complying with EU Whistleblower Laws

NAVEX's hotline, EthicsPoint, is the world leader in complaint intake, investigation, and compliance reporting software. Using hypotheticals, this panel will help you spot the legal landmines and identify strategies for addressing bad behavior by self-proclaimed whistleblowers. What can and should an employer do when a self-proclaimed employee-whistleblower:

- Takes confidential documents from the employer
- Posts disparaging comments about co-workers online
- Engages in threatening behavior in the workplace
- Refuses to work or uses work time to advance "reports"
- Violates the protected rights of co-workers • Records communications with co-workers without permission
- "Harasses" uninterested co-workers to join in their complaints.

In addition, the panel will address what constitutes protected concerted activity under the National Labor Relations Act, the parameters of confidentiality, and how recent U.S. Supreme Court decisions regarding religion and diversity may affect an employer's ability to stop potentially harmful employee behavior undertaken in the name of whistleblowing. The panel will close the discussion with an overview on staying compliant with the EU whistleblower directive.

Speakers:

Presented by [Mark Robertson](#), Associate General Counsel & Compliance Officer, NAVEX and [Megan Crowhurst](#), Littler

4:15 p.m.

Cocktail Reception