

## Understanding Employment Law 2021

### LIVE WEBCAST

March 8, 9:00 a.m. – 5:15 p.m. ET



Whether you are new to the field, seeking a quick refresher, or if your law practice only touches upon employment law issues, this jam-packed employment law primer is designed for you. An expert faculty will lead you through the major statutes, regulations, case law, and considerations governing the employer/employee relationship, and offer practical pointers ranging from hiring to firing and everything in between.

#### Special Features

- Earn up to one full hour of Ethics credit
- Transitional credit available, including Professional Skills credit

### THE AGENDA

#### DOCUMENTING THE EMPLOYMENT RELATIONSHIP IN 2021

- Understand the nuances of onboarding policies and documentation, including offer letters, pay notices, and other at-hire documents and agreements
- Learn how to draft effective workplace policies
- Explore wage and hour recordkeeping
- Consider appropriate workplace performance management processes and best practices for maintaining performance and disciplinary records
- Analyze leave and accommodation documentation
- Remote work arrangements

#### OVERVIEW OF HARASSMENT LAW IN THE WORKPLACE

- Harassment law basics
- Elements of proof and defenses to harassment claims
- Effects of #MeToo on harassment claims
- Recent legislative and case law developments impacting harassment claims

#### DISCRIMINATION AND RETALIATION IN 2021

- Discrimination law basics
- Recent developments and trends
- Legal issues impacting diversity programs and initiatives
- Pay equity laws and considerations
- What it takes to make out or defend a retaliation claim

#### FUNDAMENTALS OF WAGE AND HOUR LAW

- FLSA basics
- Wage and hour litigation trends
- Wage and hour considerations for remote workers
- Independent contractors, freelancers, and other non-employees
- Valuing and resolving wage and hour disputes

#### WORKPLACE LEAVE AND ACCOMMODATION FUNDAMENTALS

- A primer on disability discrimination
- Interplay of ADA, FMLA, and other leave laws
- Reasonable accommodation considerations and alternatives
- Remote work and accommodations
- Managing intermittent leave
- Mental health and the workplace: considerations and strategies

#### ETHICAL CONSIDERATIONS FOR THE EMPLOYMENT LAW PRACTITIONER

- Representation issues: Who is the client?
- Which employer and employee communications are privileged, and which are not
- Ethical issues in workplace investigations, and the role of in-house and external counsel
- Ethical considerations in internal studies and surveys
- Communicating with represented employees, including in the context of ongoing litigation
- Joint representation concerns

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