

employment intelligence

FLORIDA REGIONAL EMPLOYER | FT. LAUDERDALE, FL | OCTOBER 16, 2025

8:00 a.m. – 8:50 a.m.

Registration and Breakfast

8:50 a.m. – 9:00 a.m.

Welcome Remarks

9:00 a.m. – 9:45 a.m.

Session 1 | Employment Law Update

A perennial favorite at the firm's Executive Employer Conference, now brought to the Florida Regional Employer, the Employment Law Update 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. As in the past, our terrific Littler attorneys will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[Karen Smeda](#), [Natalie Storch](#), [Kimberly Rivera](#) and [Jeremy Thompson](#)

9:45 a.m. – 9:50 a.m.

Break

9:50 a.m. – 10:35 a.m.

Session 2 | From Petitions to Policy: The Changing Landscape of Labor Law

The National Labor Relations Board continues to report record-high levels of union representation petitions, due to both traditional union-filed and employer-filed petitions after the Board's bombshell decision on voluntary representation and bargaining orders. The Biden administration's Board overturned decades of precedent protecting employer free speech rights to hold so-called captive audience meetings and communicate with employees about the realities of union representation and issued regulations making it easier for unions to claim representative status. While appellate court decisions sharply criticize those Board rulings and regulations and a new acting general counsel's initiatives signal a more balanced approach to employer rights is coming, employers will continue to encounter challenges complying with a complex set of labor laws. In this session, Littler's experienced labor attorneys will discuss the state of union organizing, expected policy shifts, and what your organization should be doing now.

Speakers:

[Kimberly Doud](#), [Philip Marchion](#) and [Lizzy Stewart](#)

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10:35 a.m. – 10:50 a.m.

Break

10:50 a.m. – 11:35 a.m.

Session 3 | How Immigration Compliance Issues Affect U.S. Employers

Amid the ever-changing landscape of the administration's immigration initiatives American companies should be aware of the issues that arise. Within that context we will discuss:

- The ever-changing landscape of a worksite enforcement and what it means for US employers
 - Whistleblower protections, union interactions and DOJ priorities
- The complexity of global mobility issues
- The changes that may affect a company's economic decisions.

Speakers:

[Jorge Lopez](#) and [Shin-I Lowe](#)

11:35 a.m. – 11:40 a.m.

Break

11:40 a.m. – 12:25 p.m.

Session 4 | IE&D Under Pressure: Navigating Legal Risk While Advancing Inclusion

Inclusion, equity, and diversity (IE&D) programs are facing unprecedented legal and political headwinds. From executive orders and agency directives to high-profile lawsuits and shifting public sentiment, employers are being challenged to defend their values while mitigating risk. How can organizations stay true to their mission without running afoul of evolving legal standards?

This roundtable, led by Littler EEO & Inclusion Practice Group Co-Chair Alyesha Asghar, will unpack the current legal landscape and offer practical, business-savvy strategies for maintaining inclusive, compliant, and resilient workplaces. Designed for HR leaders, in-house counsel, and C-suite decision-makers, this session will explore:

- How to rework and communicate IE&D initiatives to align with legal mandates and workforce expectations
- The intersection of religious accommodations and IE&D—and how to avoid legal pitfalls
- What to do when your program is challenged: From litigation and agency scrutiny to internal pushback

Join us for a candid, solutions-focused discussion on what's next for IE&D—and how to lead with both courage and compliance.

Speakers:

[Alyesha Asghar](#), [Jay Athey](#) and [Sherril Colombo](#)

12:25 p.m. – 1:25 p.m.

Lunch

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1:25 p.m. – 2:10 p.m.

Session 5 | The Florida CHOICE Act: A New Law Enhancing Non-compete Protections for Florida Employers

The new Florida Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act offers employers two new types of agreements to prevent unfair competition by highly compensated former employees. We will discuss how employers can take advantage of these advanced non-compete protections and the conditions that must be met for agreements signed after July 1, 2025, to qualify under the CHOICE Act. We will also discuss the CHOICE Act's robust enforcement mechanisms should an employee violate such an agreement. Finally, we will offer some tips and best practices when drafting non-compete agreements.

Speakers:

[Tyler Sims](#) and [West Holden](#)

2:10 p.m. – 2:15 p.m.

Break

2:15 p.m. – 3:00 p.m.

Session 6 | Let's Work It Out – Navigating Leave and Accommodation Issues in Today's Workplace

During this interactive session, attendees will have the opportunity to work through various leave and accommodation issues they may encounter in today's workplace. This dynamic session is intended to highlight missteps employers must avoid and risk-mitigation tools employers should implement.

Speaker:

[Rocio Blanco Garcia](#) and [Kelly Peña](#)

3:00 p.m. – 3:15 p.m.

Break

3:15 p.m. – 4:00 p.m.

Session 7 | Whistleblowing: The Good, the Bad and the Ugly

A well-intended whistleblower willing to work with an employer to identify wrongdoing can save a company money, its reputation and can even save the company altogether. But a disgruntled employee pursuing unfounded complaints can cost a company time, money and morale. Reports of actual, and unfounded, whistleblowers are increasing as coverage of these activities spreads in the news, social media and popular culture. If navigating a whistleblower complaint is not tricky enough, state and federal agencies are increasingly intolerant of confidentiality and nondisclosure agreements and have levied significant fines on employers in connection with whistleblowing. This panel of Littler attorneys will look at examples of whistleblowers and what their stories can teach us about how to implement an effective whistleblowing policy. They will provide practical approaches for managing reports and effectively investigating allegations and discuss how to effectively listen to and work with employees to mitigate risk and learn to distinguish the real from the frivolous without inviting a retaliation claim.

Speaker:

[Porpoise Evans](#), [Jessica Travers](#), [Aaron Reed](#) and [Justin Scott](#)

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4:00 p.m. – 4:05 p.m.

Break

4:05 p.m. – 4:50 p.m.

Session 8 | AI in HR: Innovation Risk and the Legal Landscape for FL Employers

Is your HR team ready to decode the future? Join us for a presentation that puts the “intel” in *artificial intelligence*—from hiring algorithms that might be *too picky*, to workplace investigations that could *misfire* without human oversight. We’ll also explore how AI tools can turn performance reviews into *predictive puzzles* and why privacy policies need more than just *fine print*. Don’t miss this chance to get smart about smart tech—because when it comes to compliance, ignorance isn’t *automated*!

Speakers:

[Lauren Robertson](#) and [Kimberly Rivera](#)

4:50 p.m.

Networking Reception