



2022 PHILADELPHIA REGIONAL EMPLOYER CONFERENCE



The Accelerating Evolution of the Workplace...We Got This!

Friday | October 28, 2022

9:00 a.m. — 9:45 a.m.

Registration and Breakfast

9:45 a.m. — 11:00 a.m.

Finding Beauty in Change: The Metamorphosis of Work

The news is full of stories about the “Great Resignation.” Many employers are weathering a particularly painful perfect storm of the labor shortage, the supply chain crush and, of course, the pandemic that never ends.

As employees come and go, employers wonder: Where are they going, and how can we incentivize talented people to join us, stay with us and be productive? How can we predict what employees need and want, without overhauling the fundamentals of doing business in an everchanging economy? How can we achieve our commitment to equity when it’s harder than ever to retain women? To add to these challenges, none of the old answers seem to crack the complex coded mystery of what is happening with the workforce.

And just as employers are coming to grips after two years of intense regulatory activity related to COVID-19, the Dobbs decision raises the specter of additional and even more complex compliance considerations. Employers will need to evaluate the extent to which state laws restricting abortion may impact their health care plans, privacy practices, leave accommodations, company culture and other employment policies.

In this program, we will examine the idea that the change we are living through in our workplaces is more than a pandemic, more than a shift in generations, and more than a new way of looking at how and where we work. Instead, it is a sociocultural metamorphosis affecting the fundamental connection and expectations between employer and employee. And it’s not over.

Speakers:

Sean Brown, Shareholder, Philadelphia, PA

Barbara Rittinger Rigo, Shareholder, Philadelphia, PA

11:00 a.m. — 11:15 a.m.

Break

11:15 a.m. — 12:15 p.m.

What Every Employer Needs to Know About Labor Relations in 2022

We will discuss the current state of labor law, including the recent surge in union election petitions, increased support for labor unions, and other national and local trends. We will cover lawfully and effectively engaging employees on issues affecting the workplace, protected activity under the National Labor Relations Act, and the legal do’s and don’ts when an Employer experiences union organizing. Our presentation will include an overview of the current protections and rights under the National Labor Relations Act and how the Biden Administration and NLRB General Counsel are expanding them for employees and unions, and what this means for both union and non-union employers.

Speaker:

Nina Markey, Shareholder, Philadelphia, PA

Cheryl Whitfield, Vice President of Human Resources at Inglis

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12:15 p.m. — 1:30 p.m.

Lunch

1:30 p.m. — 2:30 p.m.

AI in HR – Staying Ahead of the Curve

In the more than 10 years since corporations began engaging with the concept, the use of AI to streamline and support hiring and related HR processes has become mainstream. As we navigate the next wave of innovation taking place at the intersection of technology, artificial intelligence, machine learning and human resource processes, several practical questions arise:

- What are the various product offerings in the marketplace, and what aspects of the employment lifecycle do they address?
- What strategic considerations should corporations apply when selecting an AI product?
- Does using AI in the hiring process have a positive or negative impact on recruiting, including diversity and inclusion efforts?
- What legal risks does this class of tech tools engender?
- And most important, given the spate of AI-focused laws and regulations being proposed across the country: What waits around the bend, in terms of scrutiny, enforcement, legislation and litigation?

Speakers:

Jim Paretti, Shareholder, Washington D.C.

Bill Simmons, Shareholder, Philadelphia, PA

2:30 p.m. — 2:45 p.m.

Break

2:45 p.m. — 3:45 p.m.

A Discussion Regarding Inclusion, Equity & Diversity Programs

Effective and authentic IE&D programs are business necessity for employers because they so strongly influence engagement and collaboration in the workplace, branding, business opportunities, recruitment, and retention. From local businesses to international conglomerates, companies are tackling the difficult questions surrounding developing and implementing a best-in-class IE&D program. But cutting-edge initiatives require navigating the legal landscape and cultural issues that are inevitably associated with this topic.

Littler attorneys collaborate with clients and colleagues to serve the full range of our clients' IE&D needs. In this session, Littler attorneys offer their experience in creating, implementing and managing legally compliant IE&D programs. In this panel, our attorneys will demonstrate, by way of a case study, how one employer has developed IE&D-focused initiatives and managed the legal, communications, and cultural challenges presented. We will also discuss how clients facing crisis situations in the IE&D space can navigate resolution while minimizing the risk of reputational harm.

Speakers:

Kristine Grady Derewicz, Shareholder, Philadelphia, PA

Rich Harris, Shareholder, Philadelphia, PA

Alexa Laborda Nelson, Associate, Philadelphia, PA

Ginene Lewis, Assistant General Counsel at The Vanguard Group

4:00 p.m.

Cocktail Reception

- Cocktail Reception on the 59th Floor