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## 35th Annual Labor, Employment, Benefits, and Immigration Law Forum

### Event

Virtual Webinar

10.27.2022 | 8:00AM - 11:15AM

Please join us virtually on Thursday, October 27th for our 35th Annual Labor, Employment, Benefits, and Immigration Law Forum! Our program will provide attendees with information regarding a wide variety of labor, employment, employee benefits, and immigration issues facing employers today.

Attendees will be eligible for 1-3 HRCI and SHRM CE Credits, pending approval. All attendees must register for and attend the Welcome and Update session in order to receive credit.

Registration: \$49

Butzel will issue an invoice to the registrant after registration. Presentation recordings will be made available to those who have registered for the event.

*Updated October 19, 2022 - please note the modified session times. Thank you.*

**Registration is now closed.**

### AGENDA

#### 8:00 a.m. WELCOME

Welcome and Update (Dan Tukul)

An overview of some of the developments in labor, employment and employee benefits law during the past year, and issues that you should prepare for that may arise in the upcoming year.

#### 8:15 a.m. GENERAL SESSION

### Related People

Linda J. Armstrong  
Shareholder

Rebecca S. Davies  
Shareholder

Carey A. DeWitt  
Shareholder

Amany Kasham  
Shareholder

Bushra A. Malik  
Shareholder

Lynn McGuire  
Shareholder

Sarah L. Nirenberg  
Shareholder

Reginald A. Pacis  
Shareholder

Blake Padgett  
Shareholder

Scott T. Patterson  
Shareholder

James S. Rosenfeld  
Shareholder

Daniel B. Tukul  
Shareholder

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### Remote Work (Rebecca Davies, Blake Padget, Lynn McGuire)

Covid has focused attention on remote work, and more employers are offering or considering it as an option. And all employers must consider potentially allowing remote work as a possible disability or religious accommodation. This session will consider various aspects employers must consider regarding remote work, including applicability of various state laws, accessibility of technology, employment policies and agreements for a remote workforce, accommodation issues, employee benefits issues and other best practices.

### **9:00 a.m. – 10:00 a.m. WORKSHOP SESSION I**

### Immigration From 10,000 Feet (Linda Armstrong, Reggie Pacis, Bushra Malik, Amany Kasham)

This workshop will provide an update on current immigration issues for a workforce that includes foreign nationals. Topics that will be discussed include the impact on changes such as reductions in force, changes in job duties, corporate restructuring on a foreign national employee's immigration status; impact and immigration strategy on processing time considerations for an employer's international workforce; and trends regarding a foreign national's ability to engage in global travel.

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### Mental Disabilities (Rebecca Davies, Scott Patterson)

Dealing with and accommodating employees with mental disabilities is more complex than ever, and Covid has made those issues more acute. This workshop will discuss what employers can and should do and what they cannot do, as well as new DOL guidance.

### **10:00 a.m. – 10:15 a.m. Break**

### **10:15 a.m. – 11:15 a.m. WORKSHOP SESSION II**

### Recruiting and Retaining Talent (Carey DeWitt, Andrew Stumpff)

Unemployment continues to be at an historic low, and recruiting good employees, and retaining them, remains a significant challenge across industry lines. This workshop will discuss various strategies to recruit and retain employees, including employee benefit strategies, non-compete agreements, and others.

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### The Politically Charged Workplace (Jim Rosenfeld, Sarah Nirenberg)

The country is more politically divided than ever, and those divisions can affect the workplace. This workshop will focus on what employers can do to address or limit discussions and arguments in the workplace that can make the atmosphere difficult to manage, and even erupt into threats or physical

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violence.