



Hinshaw's 27th Annual Labor & Employment Seminar

Thursday, October 19, 2023

Agenda

8:30 – 9:00 **Breakfast and Registration**

9:00 – 9:15 **Welcome Remarks**

- [Mellissa Schafer](#), *Partner and L&E Practice Group Co-Leader*, Los Angeles

9:15 – 10:45 **Plenary Session I**

The Labor & Employment Law Year in Review

- [Aimee Delaney](#), *Partner*, Chicago
- [Corey Swinick](#), *Associate*, Milwaukee

The always-popular Year in Review will provide an overview of key developments at the United States Supreme Court, Federal Courts of Appeals, legislative enactments at the federal and state levels, and regulatory guidance from federal and state agencies. This fast-paced summary provides in-house counsel, human resource professionals, and owners with information on the key developments they need to administer the workforce.

10:45 – 11:00 **Break**

11:00 – 12:30 **Plenary Session II**

Impact of *Students for Fair Admissions, Inc.* on Affirmative Action and Diversity, Equity, and Inclusion Initiatives

- [Tom Luetkemeyer](#), *Partner and L&E Practice Group Co-Leader*, Chicago
- [D.L. Morriss](#), *Diversity, Equity & Inclusion Partner*, Chicago
- [Adam Saper](#), *Chief Legal Officer*, Consumers Credit Union

This panel discussion, including Hinshaw counsel, outside counsel, and a DEI expert, will address the implications of *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, issued this past June by the United States Supreme Court. The panel will discuss the future of state and federal-mandated affirmative action plans, voluntary DEI efforts, what role race, gender, and ethnicity can play in employment decisions, and legal challenges to employer diversity programs.



12:30 – 1:30

Lunch & Networking

1:40 – 2:40

Plenary Session III

Mediation and Effective Strategies for Employers

- [Lorna Steuer](#), *Mediator, U.S. Equal Employment Opportunity Commission*
- [Ambrose McCall](#), *Partner, Peoria*
- [Kate Sedey](#), *Partner, Case + Sedey LLC*

This panel discussion, including Hinshaw counsel, an EEOC mediation attorney, and a distinguished plaintiff's employment lawyer, will discuss effective preparation for mediation and how to best present your case. The discussion will identify typical mediation obstacles, how to overcome them, common mistakes made by employers, and advice from an EEOC mediator who has conducted over two thousand mediations.

2:45 – 3:35

Breakout Sessions

Immigration Year in Review

- [Bill Schiller](#), *Partner, Chicago*
- [Ian Wagreich](#), *Partner, Chicago*

Hinshaw's Immigration Team will discuss the basics of employment-based immigration options and provide a concise overview of the complex world of immigration law. They will also cover recent changes in employment-related immigration law and compliance and Biden Administration initiatives in this area affecting employers and their employees.

Equal Pay Act & Protecting the Workplace from Claims

- [Brette Bensinger](#), *Partner, Chicago*
- [Amanda Tzivas](#), *Associate, Chicago*

Amendments to Illinois law on equal pay have posed compliance challenges for employers with respect to these two new legislative requirements. There are also many unanswered questions that make compliance difficult. Hinshaw attorneys will highlight the new laws and discuss best practices for implementing the new requirements.



3:40 – 4:30

Breakout Sessions

Feeling Secure with SECURE 2.0

- **Tony Antognoli**, *Partner, Chicago*

Last year's SECURE 2.0 legislation is starting to make its impact on employer retirement plans. This presentation will summarize the key provisions of this new law and provide guidance to employers who are working to implement it. Special rules on minimum required distributions, catch-up contributions, Roth features, and automatic enrollment will need to be addressed by all plan sponsors. Changes employers need to make to their plans before January 1, 2024, in order to comply with the new legislation will also be discussed.

Tumult at the National Labor Relations Board (NLRB)

- **Aimee Delaney**, *Partner, Chicago*
- **Tom Luetkemeyer**, *Partner and L&E Practice Group Co-Leader, Chicago*

Hinshaw labor attorneys will discuss the flurry of significant decisions issued by the Board prior to the Labor Day holiday. Many of those decisions reverse decades of precedent and radically change how a union might be certified as the bargaining representative of employees. Non-unionized employers are most at risk as a result of these decisions. The presenters will discuss the practical implications of the decisions, best practices, and defensive strategies available to employers.

4:30 – 5:15

Advice on Tap & Reception

An open mic session where attendees can pose questions to Hinshaw attorneys while enjoying drinks and hors d'oeuvres.