



# Hinshaw's 29<sup>th</sup> Annual Labor & Employment Seminar

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Thursday, October 9, 2025

## Agenda

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

**9:00 – 9:15 am**      **Welcome Remarks**

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

**9:15 – 10:45 am**      **Plenary Session I**

### **The Labor & Employment Law Year in Review**

- [Aimee Delaney](#), *Partner*, Chicago
- [Amanda Tzivas](#), *Associate*, Chicago

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 am**      **Break**

**11:00 – 12:15 pm**      **Plenary Session II**

### **Legal and Practical Issues with the Infinite Workday - A Panel Discussion**

- [Tom H. Luetkemeyer](#), *Partner and L&E Practice Group Co-Leader*, Chicago
- [Lauren Varallo](#), *National Human Resources Manager*, Hinshaw & Culbertson
- [Christine Moss](#), *Senior Director, People & Culture, Operational Excellence & Engagement*, Mercyhealth Wisconsin and Illinois
- [Gail Eisenberg](#), *Partner, Employment Practice Lead*, Loftus & Eisenberg

This panel will explore the legal and practical issues of requiring employees to remain “connected” not only during the workday but also after hours. We will explore potential legal risks and monetary exposure for employers that require employees to monitor and respond to email and texts, work after-hours, participate in calls and meetings, and perform other work-related tasks. The panel will discuss proposed “right to disconnect” laws and what might be expected here in our area. Our panelists will also explore the benefits and value of Human



Resources policies on this topic and the physical and emotional toll on employees who remain “on duty” after the typical workday ends.

**12:15 – 1:15 pm**

**Lunch & Networking**

**1:30 – 2:30 pm**

**Plenary Session III**

**Practical Considerations in Handling Workers’ Compensation Claims**

- [Mellissa Schafer](#), *Partner and L&E Practice Group Co-Leader*, Los Angeles
- [V. Brette Bensinger](#), *Partner*, Chicago
- [Robert Finley](#), *Partner*, Chicago
- [Lauren Kus](#), *Associate*, Chicago
- [D. Renee Schroeder](#), *Partner*, Rockford

This panel discussion will address hot topics in Illinois workers’ compensation as well as how workers’ compensation claims intersect with Medicare and other employment leaves and considerations. The program will also include an “Ask the Attorney” segment. Attendees will leave with best practices on how to manage claims as efficiently as possible.

**2:30 – 3:30 pm**

**Plenary Session IV**

**What is New at the Agencies: NLRB, EEOC, and DOL**

- [Tom H. Luetkemeyer](#), *Partner and L&E Practice Group Co-Leader*, Chicago
- [V. Brette Bensinger](#), *Partner*, Chicago
- [Corey Swinick](#), *Partner*, Milwaukee

This panel will discuss important new developments that have already occurred at the NLRB, EEOC, and the Department of Labor, as well as what to expect in the coming year. Nine months into the new administration, the panel will assess the impact (present and future) of political appointments, newly announced initiatives of the agencies, and how policy will likely change in the coming year, in addition to discussing the practical impact of these changes for employers.

**3:30 – 3:45 pm**

**Break**

**3:45 – 4:45 pm**

**Breakout Sessions**

**Staffing and Workforce Management in a Time of Increasing Immigration Regulation and Enforcement**

- [William Schiller](#), *Partner*, Chicago
- [Ian Wagreich](#), *Partner*, Chicago
- [Rebekah Gonzalez](#), *Associate*, Chicago



Navigating the complex landscape of immigration regulation and enforcement is more critical than ever under the current administration. This panel, conducted by experienced immigration and compliance experts within our labor & employment group, will equip employers with the knowledge to manage their workforce effectively while mitigating legal risks. We'll explore strategies for maintaining compliance with evolving immigration laws, handling I-9 audits, addressing the impact of heightened enforcement on hiring, recruitment, and retention, and assisting your workforce in an era of heightened scrutiny. Join us for a practical discussion on how to build a resilient and compliant workforce in today's dynamic environment.

#### **Fiduciary Responsibility: Understanding Your Duties and Obligations**

- [Anthony Antognoli](#), *Partner*, Chicago
- [James Harbert](#), *Partner*, Chicago

This panel will discuss practical considerations for employers in how they govern the administration of their retirement and group health plans. We will also discuss new developments, including litigation that has recently been filed against individual and corporate fiduciaries of self-funded group health plans, alleging misfeasance in how they contract for prescription drug coverage. A bonus topic will cover the new employee benefits provisions in the federal "One Big Beautiful Bill Act" of 2025.

**4:45 – 5:30 pm**

#### **Advice on Tap & Reception**

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