

Parental Leave Policies
ADA Developments
SEXUAL HARASSMENT
EMPLOYMENT
OSHA BASICS
MASS SHOOTINGS
Performance Reviews
Flexible Work Arrangements

Discrimination

A DIFFERENT LEGAL PERSPECTIVE

IDAHO | MONTANA | NEVADA | UTAH

THURSDAY

JUNE 16
2022

MARRIOTT

City Center Hotel

220 South State Street

SALT LAKE CITY

Register

ONLINE

TODAY!

parsonsbehle.com

34th Annual

Employment Law Seminar

for corporate counsel, business owners & human resource professionals

Please register at parsonsbehle.com/emp-seminar

A Different LEGAL PERSPECTIVE

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Seminar Agenda and Breakout Schedule

THURSDAY
JUNE 16, 2022

7 – 8 a.m.

Check-in / Registration & Breakfast

8 – 8:20 a.m.

Welcome & Introduction

Sean A. Monson, Department Chair

8:30 – 9:30 a.m.

Session One



2022 Legislative and Regulatory Update
Michael Patrick O'Brien and Elena T. Vetter

HR professionals need to know what workplace regulators are doing and thinking. Michael and Elena will update you about the latest legislative and regulatory activities of Congress, the Utah Legislature, the NLRB, the EEOC and others.



ADA, FMLA, and Other Leave Essentials
Mark D. Tolman

The patchwork of federal and state leave laws may make some managers and HR professionals feel they are lost in a Bermuda Triangle of overlapping regulation. Mark will clarify when various state and federal leave laws apply – including when these laws may apply simultaneously! He will take a deep dive into leave under the Americans with Disabilities Act, Family & Medical Leave Act and workers' compensation laws. He'll also discuss hypothetical situations to help you design your own manager training on these issues.



Independent Contractors and Employees
Christina M. Jepson

You just hired a worker. Are they an independent contractor or employee?

Answering correctly is very important to avoid liability. Christina will discuss worker classification in the modern economy, including gig workers.

9:45 – 10:45 a.m.

Session Two



Social Media: What's Not to Like About Social Media in the Workplace?
Paul R. Smith

No matter where we turn, social media seems unavoidable. The workplace is no exception. Social media offers opportunities for employers but also presents pitfalls. Paul will discuss the use of social media in: (1) screening for job applicants; (2) limiting disruptive online behavior by employees; and (3) staying out of trouble with the FTC for online comments and reviews.



Employment Arbitration Agreements: What Are They Good For?
Sean A. Monson and Aaron Worthen

Congress recently limited the scope of employment arbitration agreements. But they still have value. Sean and Aaron will discuss which employment disputes can be arbitrated, key provisions that ensure enforceability of employee arbitration agreements, and the value of arbitration agreements and collective/class action waivers as defenses against FLSA collective actions – expensive lawsuits that are increasingly being filed in Utah.



The ADA and Bosses Behaving Badly
J. Kevin West

The unfortunate reality is that the ADA presents endless opportunities for managers to make errors: fail to recognize and accommodate disabilities; fail to engage in the interactive process; violate employee privacy and just plainly discriminate. Kevin will use some real, but less than ideal, case examples to help HR professionals prevent (or fix) bad-boss scenarios.

11 a.m. – Noon

Session Three



Employment Law Challenges of a Remote Workplace
Michael Patrick O'Brien and Marci Rechtenbach



In a post-pandemic world, more employers are providing remote work as an option to recruit and retain employees. Michael and Marci will help you proactively consider the employment law challenges associated with a remote workplace. They will discuss how to address employees who want to work out of state; enhanced risks of employee moonlighting; security issues; and who pays for equipment needed for telework. They will also discuss circumstances that may require an employer to provide remote work, even if onsite work is preferred.



Everything You Want to Ask Your Lawyer But Are Afraid to Ask
Mark D. Tolman and Sean A. Monson

Mark and Sean will address employment law topics de jure such as recent increases in union activity in Utah, strategies for retaining employees in this red hot job market, medical marijuana, equity, diversity, and inclusion policies, and, most important, whatever hot topics are on your mind. So, bring your questions!



Employee Discipline and Termination: Avoiding Problems with Effective Communication and Documentation
Susan Baird Motschieder

Employers regularly make sound, legal and non-discriminatory decisions yet, nonetheless, get into legal trouble. Susan will discuss frequent legal issues that arise in managing employee performance; discipline; terminating the employment relationship, and the steps employers can take at each stage of the employment relationship to decrease claims, increase employee performance and morale, and improve your company's odds of prevailing in an employment claim.

12:15 p.m.

Lunch



Keynote Speaker
Carl Sokia | Founder & CEO
Experience Management Solutions

Carl has received global performance awards, including Utah Business Magazine's distinguished *Forty Under 40* award (2019) & the *Human Resources Business Professional of the Year* (2020), and recently served as President of the largest professional HR organization in Utah, Salt Lake SHRM. He is also host of *The HX Podcast featuring Carl Sokia*, a podcast dedicated understanding of how personal experiences impact work today.

Registration Details

Register online by going to:
parsonsbehle.com/emp-seminar

Three CLE credits and three HRCI recertification credits pending.

\$150 per person. Handbook and lunch are included.

Seating is limited. Please register by **June 10**. No refunds for cancellations after **June 13**.

To arrange an alternate method of payment, please contact Jeremy Jones:

email: jjones@parsonsbehle.com
phone: 801.536.6626

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A Different
LEGAL
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