

Seventh Annual Labor & Employment Fall Seminar

SmithAmundsen; Oak Brook, IL
September 29, 2021

Join us **Wednesday, September 29 at noon CT** at the Hyatt Lodge in Oak Brook, IL (a new venue!) for our Seventh Annual Seminar! After more than a year of virtual programming, we are excited to see you all in-person. Our attorneys will cover the latest trends, updates and mandates that were introduced in 2021 and will look ahead at what's to come.

We are watching the U.S. Centers for Disease Control (CDC) guidance carefully in regards to the COVID-19 pandemic and realigning our health and safety measures on an ongoing basis.

Please take note of the following precautions:

- **All attendees, regardless of vaccination status, will be required to wear a mask during the program.**
- **We highly recommend that attendees are fully vaccinated prior to the event.**
- **Please be considerate when choosing your seat in the auditorium and leave space between you and other guests.**

Conference agenda

Operating Under the New "Normal": Masks, Vaccines and More – Mike Wong and John Hayes

The guidance for operating businesses during the COVID-19 pandemic continues to evolve. Mike Wong and John Hayes discuss the latest guidance, including mask mandates and required vaccinations. Some of the questions they will answer during this presentation include:

- Are employers required to give accommodations to employees with long hauler symptoms under the ADA?
- Can you require your employees be vaccinated? Can you ask for proof if they are vaccinated? What about visitors, customers and clients?
- What is the latest guidance on masks, social distancing and related mandates for customers, vendors and employees?

PROFESSIONALS

Beverly P. Alfon
Partner

John R. Hayes
Partner

Michael F. Hughes
Partner

Julie A. Proscia
Partner

Michael D. Wong
Partner

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Recruiting, Hiring and Retaining Employees: How to Attract Top Candidates while Avoiding Legal Pitfalls – Beverly Alfon

The struggle is real. Across multiple industries, recruitment and retention are top HR concerns for most employers in 2021 and beyond. Flexibility and incentives appear to be the key to success on both fronts – whether we are talking about remote work, financial incentives, apprenticeship/training and advancement opportunities, or other more traditional benefits. Of course, changes in employment terms can come with legal pitfalls. During this presentation, some of the issues that we will tackle will include the following:

- What lessons have we learned from the last 18 months regarding remote work and flexible schedules?
- What is the right way to structure signing bonuses, retention bonuses, deferred compensation, and other forms of creative compensation?
- What are some other ideas for supplementing traditional employee benefits and what do employers need to look out for?

2021 Legal Update: The Latest Developments Employers Need to Know – Julie Proscia and Mike Hughes

Interested in knowing what trends or requirements are coming to your worksite? During this presentation Julie Proscia and Mike Hughes will cover the latest legal updates from the DOL, EEOC, NLRB, as well as other federal and state law updates. As quickly as the world is changing so is the legal landscape. These changes span the spectrum and challenge many aspects of the relationship between employers and employees, including greater restrictions on non-compete agreements to patterns and trends emerging with unions.

DETAILS

Hyatt Lodge Oak Brook (2815 Jorie Blvd, Oak Brook, IL 60523)

Registration/lunch: 11:00 AM CT – 11:50 AM CT

Program: 12:00 PM - 5:00 PM CT

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Workers' Compensation