

# AGENDA

8:30 – 9:30 a.m.

Registration

9:30 – 9:40 a.m.

Welcome Remarks

9:40 – 10:55 a.m.

Lightning Round: Top Ten NEW Burning Issues for Employers

**LANE POWELL SPEAKERS:** KARA BACKUS, KATHERYN BRADLEY & SEAN JACKSON

This lightning round will address the top ten burning issues for employers, including:

- Complying with job posting requirements under Washington's Equal Pay and Opportunities Act;
- What you need to know about unfair competition laws;
- New laws limiting confidentiality in nondisclosure, separation/settlement, and arbitration agreements;
- Employee benefits developments, including travel to access health care benefits; and
- Accommodating disabilities in the new hybrid and remote work environment.

10:55 – 11:05 a.m.

Morning Break

11:05 – 11:50 a.m.

All the New Ways You Can Get Sued:  
Pandemic-Related Employment Litigation Trends

**SPEAKERS:** BLAKE BARNES, *Microsoft* & PRIYA VIVIAN, *Lane Powell*

This interactive session will discuss burgeoning litigation trends stemming from unique issues arising in the pandemic, and what you can do today to mitigate that risk.

11:50 a.m. – 12:45 p.m.

Networking Lunch

12:45 – 2:15 p.m.

63% of Companies Employ Hybrid Workers:  
What Should Employers Be Doing Now to Engage and Retain Talent?

**SPEAKERS:** KATIE ALDRICH, *FRINGE* & CHRISTINE THELEN, *Lane Powell*

Recent history has taught us that nothing is certain, and everything is subject to change. So how can we navigate these challenges while increasing engagement and retention? Building on the latest research, this program will explore core communication and interpersonal skills needed to succeed in a hybrid working environment. After this program, HR professionals and leaders will understand the benefits and potential pitfalls of hybrid work and be able to help their organizations navigate the challenges that may arise.

Agenda continued →

\*Please note the agenda is subject to change as we prepare the most up-to-date and relevant content for you.

2:15 – 2:30 p.m.

## Afternoon Break

2:30 – 3:00 p.m.

## The Labor Law Pendulum Swings Back: Responding to Regulatory Activism

**LANE POWELL SPEAKER:** DOUG PARKER

The NLRB and federal agencies now have cross-agency cooperation agreements empowering various agencies to conduct broader investigations of employers. Increasing emphasis on employee protection measures by these agencies means that employers need to redouble their efforts now to assure legal compliance on issues including labor, wage and hour, child labor, immigration, etc. Employers also need to focus on workplace rules and handbooks, and addressing the growing gig economy, as nationwide union campaigns are increasingly aimed at such traditionally non-unionized workplaces as coffee shops, fast food chains, and others.

3:00 – 3:30 p.m.

## Why Your Investigations Must Meet the ‘Honest Belief’ Rule, and How to Do It

**LANE POWELL SPEAKERS:** SHIRLEY LOU-MAGNUSON & MIKE REILLY

This session provides the newest update on conducting employee investigations, including:

- The key question you should ask every time, to make sure your investigation is defensible;
- Boundaries in examining employee cell phones;
- Handling investigations in the age of “cancel culture”; and
- Tips on conducting Zoom investigations.

3:30 – 4:00 p.m.

## Immigration Tips for Recruiting, Interviewing, and Onboarding New Employees

**LANE POWELL SPEAKERS:** DUSTIN O’QUINN & BETTY WONG

More companies are relying on immigration options to fill job openings, but the rules for interviewing, hiring, and onboarding employees with visas can seem complicated. This session will review best practices for:

- Drafting job descriptions;
- Asking the right questions during an interview;
- Developing immigration strategies for candidates;
- Creating the offer letter;
- Completing the I-9; and
- Tracking visa expiration.

4:00 p.m.

## Closing Remarks