



Littler

ENVISION WORK



ARIZONA REGIONAL EMPLOYER | PHOENIX, AZ | October 30, 2024

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

2024 Employment Law Update

A perennial favorite at the firm's Executive Employer Conference, now brought to the Arizona Regional Employer, is a fast-paced, highly entertaining session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity, and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled a terrific panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[Shawn Oller](#), [Sarah K. Watt](#), [Ruzanna Mirzoyan](#), [Michael Guillian](#)

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

Help Us Help You: How Human Resources and Management Can Help Attorneys Prepare and Present Your Case to a Jury

We have all heard of outrageous jury verdicts awarding millions of dollars to former employees for harassment, discrimination, and retaliation/whistleblower claims. It's no surprise that many employers (and particularly their insurers) try to avoid trial at all costs. But what can employers do to lessen the fear of trial and instead, better position themselves to win?

Join us for a discussion on how you can help your attorneys present a compelling case at trial — one that not only tells a persuasive story, but also that showcases your company and its disciplinary process in a positive light. We'll discuss how to write performance reviews, written warnings and investigations with a jury in mind, as well as what you should include in every employee file, and more importantly, what you should never put in writing.

Speakers:

[Peter C. Prynkiewicz](#), [Shalayne Pillar](#)

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

Conducting Lawful Investigations in a New Workplace

In our increasingly "speak up" corporate environment, prompt and effective internal investigations enable businesses to take appropriate action to address issues raised in employee reports. Well-conducted internal investigations are also critical to reducing employment law risk and preventing legal liability, and they can boost employee morale and solidify corporate culture. Poorly conducted investigations, on the other hand, can create liability and dampen morale. Properly planning the investigation, conducting interviews that get to the facts, and carefully documenting outcomes are critical components of an effective corporate compliance function and are of vital importance in defending corporate decisions challenged in court.

Speakers:

[Josh Waltman](#), [Lindsay Proskey](#)

12:30 p.m. – 1:15 p.m.

Lunch

1:15 p.m. – 2:15 p.m.

Engage and Retain Your Most Valued Talent

Forget the Great Resignation, many employees are quiet quitting, and employers need to quickly shift mindsets and retention skills to attract and keep highly valuable talent. In this session, we explain the latest social science, evidence-based strategies, and practical tools to help your managers become better leaders to build an engaged and loyal workforce. Topics will include:

- Fostering a productive and collegial culture that does not cross the boundaries of appropriate behavior
- Navigating difficult conversations among colleagues with differing communication styles and values
- Creating a sense of pride in your organization and in each employee's contributions
- Building good relationships by putting the right environmental variables in play

Speakers:

[Andrea Lovell](#), [Amanda M. Browder](#), [Yijee Jeong](#)

2:15 p.m. – 2:30 p.m.

Break

2:30 p.m. – 3:30 p.m.

Best Practices for Leaves and Accommodations

Join Littler attorneys as they delve into three critical pieces of legislation that impact leave and accommodations policies and employee rights:

- Family Medical Leave Act (FMLA): Understand the provisions of the FMLA, which allows eligible employees to take up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons.
- Pregnant Workers Fairness Act: Learn about the Pregnant Workers Fairness Act, which mandates reasonable accommodations for employees affected by pregnancy, childbirth or related medical conditions.
- The PUMP Act: Learn about the PUMP Act, which requires employers to provide reasonable break times and private, non-bathroom spaces for nursing employees to express breast milk during the workday.

This program will equip you with the knowledge and tools needed to ensure compliance and foster a supportive workplace culture.

Speakers:

[Kristy L. Peters](#), [Jacqueline F. Langland](#), [Pablo E. Castellanos](#)

3:30 p.m.

Cocktail Reception