

12th Annual Brewers Briefing

A Labor & Employment Law Conference



AGENDA | 12th Annual Brewers Briefing

American Family Field | 1 Brewers Way | Milwaukee, WI 53214

Wednesday | July 31, 2024

8:15 a.m. – 9:00 a.m.

Registration & Breakfast

Opening Remarks + Session 1 | 2024 Labor & Employment Law Update

This labor and employment law update will address a wide-ranging review of the latest legislative activity and developments in Wisconsin and the most complex issues keeping employers up at night. The program will update your organization on pressing employment issues and help you prepare for the challenges ahead. Discussion points will include:

9:00 a.m. – 9:50 a.m.

- Wisconsin Fair Employment Law Update
- The DOL's Final Overtime Rule
- Title VII Religious Accommodations post-Groff
- The FTC's Final Rule on Non-Competes
- Politics in the Workplace

Speakers:

[Michael R. Gotzler](#) | Shareholder, [Casey Kaiser](#) | Associate

9:50 a.m. – 10:00 a.m.

Break

Session 2 | What to Expect When Employees Are Expecting – New PWFA Accommodation Challenges

10:00 a.m. – 10:50 a.m.

The Pregnant Workers Fairness Act (PWFA) took effect in June 2023. It requires employers to provide reasonable accommodations to employees for conditions related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions. This will be a dynamic discussion of emerging themes in requests for accommodation from employees who are trying to become pregnant, are pregnant, or are resuming work after pregnancy. Although the PWFA adopts key ADA concepts, it differs in significant respects (primary among them that accommodations can be “reasonable” despite not enabling performance of all essential job functions for many weeks).

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Our attorneys will summarize what the law requires and how the EEOC is construing the PWFA based on the final regulations. By applying key provisions to actual situations, the speakers will help attendees identify where updates to their interactive accommodation processes are warranted. They also will address the interplay of this new law with the ADA, the FMLA, the Pregnancy Discrimination Act, and the PUMP Act, and highlight how employers may need to modify interactive process forms and medical documentation requests in response to the PWFA, while acknowledging differing state law requirements.

Speakers:

[Jennifer Ciralsky | Office Managing Shareholder](#), [Stephanie Mills-Gallan | Shareholder](#)

10:50 a.m. – 11:00 a.m.

Break

Session 3 | Strategies for Separating Employees: Tackling Severance Agreements and Other Considerations to Manage Employee Separations

11:00 a.m. – 11:50 a.m.

Companies expect finality when they pay for a release of all claims. But government agencies are increasingly imposing obligations on terms used in releases to accomplish their public policy goals. This session will provide strategies to avoid pitfalls when managing employee separations. We will also provide strategies and considerations when considering whether to include restrictive covenants in a separation agreement and when drafting Older Workers Benefit Act (OWBPA) disclosures, preparing for group separations, and assessing potential adverse impact when planning a reduction in workforce.

Speakers:

[John D. Tripoli | Shareholder](#), [Sofija Anderson | Shareholder](#)

11:50 a.m. – 12:00 p.m.

Break

Session 4 | Modern Labor – Everything Has Changed

12:00 p.m. – 12:50 p.m.

There is nothing 'traditional' about today's labor law landscape. Employers are experiencing a once-in-a-generation transformation in labor and employee relations. Shifts in social/political issues, new technologies creating a more connected workforce, and evolving employee behaviors and expectations, coupled with unprecedented changes in the interpretation and enforcement of the National Labor Relations Act require employers to take a fresh look at their employee engagement and labor readiness plans. What was once ready is now dusty, leaving employers at significant risk of various types of business disruptions.

Our Littler labor attorneys will share data, trends, and both high-profile and behind-the-headlines lessons learned to help you better understand labor risks and actions you should consider before determining whether your organization is 'ready.'

Speakers:

[Jonathan O. Levine | Shareholder, Co-Chair, Traditional Labor Practice Group](#)
[Adam-Paul John Tuzzo | Shareholder](#)

1:10 p.m.

Game Time | Milwaukee Brewers vs. Atlanta Braves