

CLIENT

2022 USLAW NETWORK
**LABOR AND
EMPLOYMENT
FORUM** | **USLAW**
NETWORK, INC.®

HOTEL BENNETT • CHARLESTON, SOUTH CAROLINA **APRIL 20 – 21, 2022**



ABOUT THE 2022 USLAW NETWORK LABOR AND EMPLOYMENT FORUM

The 2022 USLAW NETWORK Labor and Employment Forum is a two-day, highly-interactive discussion among labor, employment, and HR professionals and USLAW attorneys designed to focus on current, and future issues that affect your business. Instead of the standard presentation format, the Forum is deliberately fluid in nature, encouraging attendee participation thereby providing a wealth of information and practical experience on the very topics being discussed.

This program is designed to provide real-world takeaways that industry leaders can immediately implement into the workplace and utilize for best practices, risk assessment and company planning.

Please join us April 20 – 21 at the beautiful Hotel Bennett in Charleston for the 2022 USLAW NETWORK Labor and Employment Forum.

CLE AND CE ACCREDITATION

USLAW NETWORK will be offering national CLE credit for attorneys and CE credit for TX and FL adjusters (reciprocal with other states). All states are currently pending. We have partnered with CEU Institute as our CE/CLE provider to manage all credits: www.ceuinstitute.net. Should you have questions, please contact accreditation@ceuinstitute.net.

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CORPORATE
PARTNERS



LABOR AND EMPLOYMENT FORUM

AGENDA

PROGRAM CHAIRS

CO- CHAIR

Barbara J. Barron
MehaffyWeber
Houston, TX

CO- CHAIR

Kristin A. VanOrman
Strong and Hanni
Salt Lake City, UT

WEDNESDAY
April 20, 2022

11:00 A.M. - 5:00 P.M.
Registration Open

12:00 P.M. - 1:00 P.M.
Lunch for All Attendees

1:00 P.M. - 2:30 P.M.
Invited Client/Member Attorney/
Corporate Partner One-on-One
Meetings

2:30 P.M. - 5:00 P.M.
Day One: Forum Sessions

6:45 P.M. - 9:00 P.M.
Dinner at Magnolias

THURSDAY
April 21, 2022

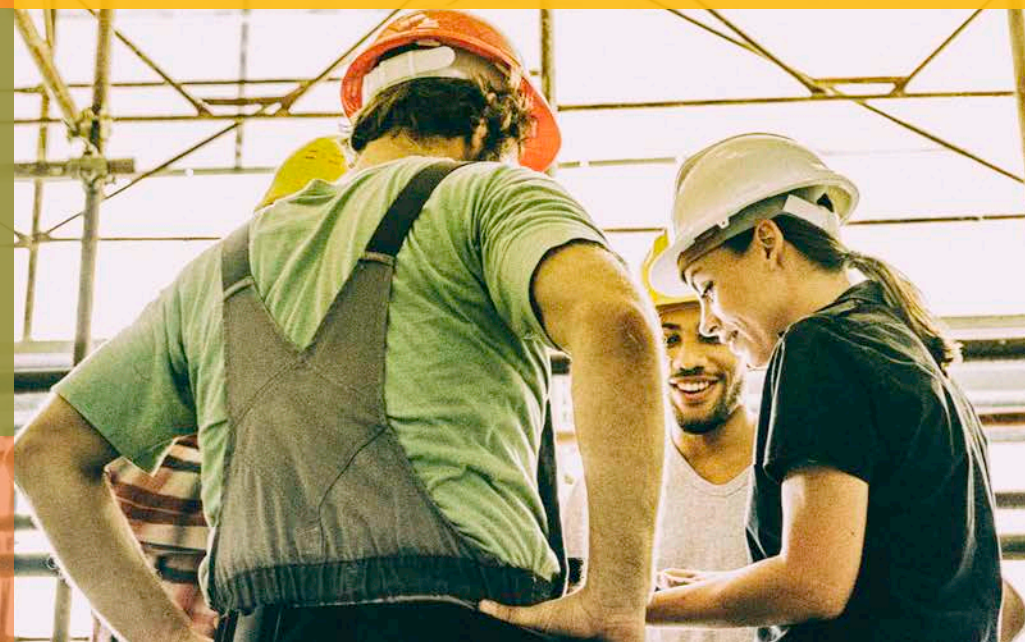
7:00 A.M. - 8:00 A.M.
Breakfast

8:00 A.M. - 11:00 A.M.
Day Two: Forum Sessions

12:30 P.M. - 4:00 P.M.
Afternoon Activities

7:00 P.M.
Dinner at Hotel Bennett
Gabrielle Plaza

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ADDRESSING EMPLOYEE MENTAL HEALTH AMID THE CHALLENGES OF THE LAST TWO YEARS

Surveys show a major increase in the number of U.S. adults who report symptoms of stress, anxiety, depression and insomnia during the pandemic, compared with surveys before the pandemic. Some people have increased their use of alcohol or drugs. About 4 in 10 adults in the U.S. have reported anxiety or depressive disorder symptoms, which is an increase from January to June 2019, where the numbers were 1 in 10 adults. Mental health issues are manifesting in the workplace. This interactive session will engage all attendees in discussing the rise in mental health issues and ways to address those issues in the workplace.

THE GREAT RESIGNATION AND TURNOVER AVOIDANCE AND MANAGEMENT

As the economy has opened, adapted and evolved since the start of the pandemic, a significant number of employees are unwilling to return to the status quo that was established pre-pandemic. Many are examining their current positions and employers and deciding what they truly want out of their jobs. Statistics show that for some, they believe that their goals can only be met by finding a new employer. Experts predict a "turnover tsunami" and a very tight labor market. This collaborative discussion will focus on the reasons why employees are leaving, how to minimize resignations and turnovers, and best practices to improve retention of employees.

HOME SWEET HOME: MANAGING ADA REQUESTS IN A REMOTE OR HYBRID WORK ENVIRONMENT

Remote work arrangements enabled the survival of many organizations during the pandemic. But could the decision to send workers home obligate employers to provide similar accommodations for employees with disabilities in the future? During a recent seminar, the EEOC implied that employers need not grant requests for work-from-home accommodations after the COVID-19 crisis has ended if they are excusing workers from one or more essential functions, but what are those essential functions? This session will discuss employee requests for hybrid work or work-from-home and discuss different approaches to satisfy possible ADA challenges.

NON-COMPETE AGREEMENTS: FACT OR FICTION

Non-compete clauses are a matter of both federal and state law. Federal courts typically apply a "rule of reason" approach in assessing non-compete clauses in employment agreements, determining their legitimacy based on their overall impacts on competition. On the other hand, state law largely drives enforcement of non-competes, ranging from states where non-compete clauses are enforceable (e.g., Florida and Texas) to states where such clauses are unenforceable (e.g., California), with many states having various restrictions and levels of enforceability in between. Recently, President Biden signed an executive order on non-competes. This facilitated discussion will address the current interest in non-compete clauses, the trends, and the future of the agreement.

HIRING STRATEGIES IN A TIGHT LABOR MARKET AND IMPROVING DEI

Currently, employee turnover remains historically high as more than 4 million people quit their jobs. Compounding the problem is that the number of job openings last fall was more than 11 million. These numbers demonstrate that employees continue to have significant advantage to leverage the tight market for higher pay, better work conditions or other job opportunities elsewhere. As a result, employers find it extremely difficult to fill job openings. This session will discuss the tight labor market and provide hiring suggestions and ways to increase workplace diversity and a more inclusive work environment. Come with your questions and best practices, and be ready to learn from each other as you get new ideas and strategies to implement in your workplace.



LABOR AND EMPLOYMENT FORUM

SESSION TOPICS



TWO TASTES OF CHARLESTON

AT LEGENDARY MAGNOLIAS

WEDNESDAY • APRIL 20, 2022

Magnolias ignited a culinary renaissance upon opening in Charleston, S.C. in 1990, paving the way for a new generation of Lowcountry cooking in the city and across the entire South. A staple in Charleston for over 30 years, Magnolias remains at the forefront of upscale Southern cuisine, presenting traditional ingredients and cooking techniques elevated by modern flair and artful presentation. Led by Culinary Arts Director Donald Drake, the celebrated menu of Lowcountry fine dining fare.

Attire: Business Casual

& AT THE HOTEL BENNETT

THURSDAY • APRIL 21, 2022

Hotel Bennett downtown captures the spirit of Charleston, Southern Hospitality and the Lowcountry cuisine. Our evening takes place on Gabrielle Plaza overlooking the lush park setting of Marion Square and a view of beautiful St. Matthew's Lutheran Church. Join us for an evening of live entertainment and delicious dining outdoors in downtown Charleston..

Attire: Casual





AFTERNOON ADVENTURES

LUNCH & SAILING

OPTION 1 THURSDAY • APRIL 21

LUNCH AND SAILING ON THE PALMETTO BREEZE Be part of the crew in Charleston Harbor on the largest capacity sailing vessel north of Fort Lauderdale. This catamaran features an on-board bar, catering and music. A short 15-minute motorcoach ride will take guests to the harbor for boarding Palmetto Breeze for a gourmet lunch and sail around the historic Charleston Harbor. A Charleston Harbor tour by water gives you spectacular views of the city's skyline. Imagine seeing the famed homes of Rainbow Row while you glide through the water of the history-filled harbor. While at sea you may participate in the sailing experience as much or as little as you'd like. **12:30 P.M. – 3:30 P.M. • Attire: Casual • Open to the first 60 registrants**

FOODIE'S DREAM

OPTION 2 THURSDAY • APRIL 21

CHARLESTON FOOD TOUR Join us for a historical tour and culinary adventure as we trek through Downtown Charleston and Upper King Street for some good eating, and even better drinking! This 2.5 hour guided tasting tour takes us to 4 locations and provides enough food to make a meal. Our city-certified guide will provide a narrative of Charleston history and the food pairings at each stop. This is a walking tour, starting from Hotel Bennett. **12:45 P.M. – 3:15 P.M. • Open to the first 24 registrants**





HOTEL AND EVENT REGISTRATION

ABOUT THE HOTEL

The south's grandest new luxury hotel, Hotel Bennett is inspired by native Charlestonians and European classic design. Located on the fashionable King Street, the prominent entrance opens upon the corner of historic Marion Square. Style and elegance come to life throughout with unique appointments to the accommodations and guest amenities. Custom furnishings and local artwork complement the exquisite dining experiences in Gabrielle, La Patisserie, Camellias, and Fiat Lux. The hotel perfectly blends unparalleled luxury with an unmatched setting of the country's most beloved city and is located 25 minutes from the Charleston International Airport via taxi or uber.

EVENT REGISTRATION

In order to facilitate proper planning for this Forum, we ask that you submit your registration to USLAW NETWORK by **Friday, April 8, 2022.**



WHY USLAW NETWORK

In today's global marketplace, legal needs often transcend geographic boundaries. To operate globally, you need to have an edge locally. This requires an in-depth understanding of local cultures, economies, laws, governments, trends and business climates. This kind of edge not only enhances your competitive position, but also allows you to anticipate – and even influence – changes in the market, and to react quickly and effectively.

Clients with these types of complex needs turn to USLAW NETWORK (USLAW) member firms to represent them in the courtroom and the boardroom, next door and across the United States and around the world. USLAW member firms are some of the most highly respected law firms in their respective jurisdictions. Each member firm is admitted only after substantial due diligence and is rigorously reviewed to ensure they meet USLAW quality service standards.

The collective expertise of USLAW member firms is impressive. National and international law firms, while they may have scores of offices, do not have access to the depth of the legal resources available through USLAW. As well, our lawyers know and respect each other. Through friendship, networking and resource-sharing, USLAW attorneys develop the type of cooperation and client-focused service that corporations demand of their legal counsel.



WHY CHOOSE USLAW LABOR AND EMPLOYMENT LAW FIRMS?

With highly qualified and experienced employment and labor attorneys located throughout the country, group members are uniquely positioned to offer cutting edge legal services in a cost-effective manner. The Group's nationwide presence and expertise permits us to respond expeditiously to clients wherever and whenever our members are needed. Through the group's extensive collective experience representing both private and public sector clients, member attorneys have gained a deep understanding of our clients' needs and goals in dealing with employees and labor unions.

While our members must conform to the highest standards of excellence and integrity, it is our personalized attention to our clients that sets USLAW apart. The group's wealth of experience in a wide variety of industries and with employers ranging from small "mom and pops" to Fortune 100 companies allows them to better counsel clients on the day-to-day problems they encounter.

By working together, USLAW firms' employment and labor law practice groups offer our clients all of the benefits of national representation without compromising our commitment to providing outstanding and timely service. Through our outreach efforts, including national seminars and local training opportunities, the members aim not only to offer premiere, cost-effective, legal representation, but also to continue to develop and strengthen relationships with our industry partners, allowing our members to better serve the business community.

Group members believe their clients are best served through preventive measures such as careful policy drafting and effective training. To that end, we are often on-site with employers, identifying ways to strengthen personnel policies and providing innovative solutions to workplace challenges. In addition, we provide training to supervisors and managers on a wide array of topics, including: sexual harassment, unlawful discrimination, workplace investigations, and violence in the workplace.

Even with the most careful planning, employers cannot entirely avoid litigation. Group members have extensive experience in all phases of litigation – from administrative agency proceedings to litigation in state and federal courts throughout the country. Member attorneys are keenly aware of the potential pitfalls in administrative investigations and regularly assist employers in responding to Department of Labor, EEOC, NLRB, OFCCP and OSHA audits and investigations at the federal, state and local levels. Should litigation arise, USLAW clients are well-positioned by having all of the benefits of a large national practice with attorneys familiar with the local rules, judges and trends for nearly every jurisdiction.

AREAS OF PRACTICE

Our group members handle the full spectrum of employment and labor issues, including:

- Administrative law agency/tribunal matters
- Affirmative Action – Executive Order 11246
- Age Discrimination in Employment Act
- Alternative Dispute Resolution
- Americans with Disabilities Act
- Bias Training
- Civil Rights §1983 Claims
- Class Action Defense
- COBRA
- Collective Bargaining
- Discrimination Claims – Title IV, Title VII, ADEA, ADA, FMLA, et al.
- Drug and Alcohol Testing
- Employee Benefits
- Employment Contracts
- Employment Practices Liability Insurance
- Equal Pay Act
- ERISA
- Fair Labor Standards Act
- Family and Medical Leave Act
- Handbooks and Personnel Policies
- Immigration
- National Labor Relations Act
- Non-Competition Agreements
- Occupational Safety and Health Act
- Older Workers Benefits Protection Act
- Retaliation Claims
- Sexual Harassment and Anti-Discrimination Training
- Supervisor Training
- Unemployment
- WARN Act
- Workers' Compensation
- Workplace Violence
- Wrongful Discharge

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PARTICIPANT INFORMATION

FULL NAME (E.G., MARY A. SMITH)

NICKNAME ON BADGE

FULL NAME OF SPOUSE/SIGNIFICANT OTHER (E.G., ROBERT A. SMITH) IF APPLICABLE

NICKNAME ON BADGE

TITLE

COMPANY NAME

ADDRESS

CITY, STATE, COUNTRY, ZIP

PHONE

FAX

EMAIL

CONTINUING LEGAL EDUCATION (CLE) LIST YOUR STATE AND BAR NUMBER

CONTINUING EDUCATION (CE) FOR INSURANCE ADJUSTORS LIST YOUR STATE AND LICENSE NUMBER

HOTEL ACCOMMODATIONS

USLAW is sensitive to Corporate Gift Policies. Please read carefully below and select the option that is appropriate per your organization's guidelines. (Reservation will be made under name of the Client.)

☐ I request USLAW book a hotel room on my behalf.

☐ I request USLAW book a hotel room on my behalf; however, I will pay for the cost of the room.

Hotel Check-In Date

Hotel Check-Out Date

PREFERRED ROOM: ☐ King ☐ Double/Double

Note: (1) While every effort will be made to accommodate your room type preference, no guarantee can be made. (2) A limited number of rooms are held for those needing to arrive on Tuesday, April 19, or depart on Saturday, April 23.

PLEASE CHECK ALL EVENING EVENTS YOU WILL ATTEND

☐ WEDNESDAY, APR 20 Dinner at legendary Magnolias ☐ CLIENT ☐ SPOUSE/SIG OTHER

☐ THURSDAY, APR 21 Dinner at The Hotel Bennett ☐ CLIENT ☐ SPOUSE/SIG OTHER

OPTIONAL APRIL 21 AFTERNOON ACTIVITIES

☐ OPTION 1: Lunch & Sailing ☐ CLIENT ☐ SPOUSE/SIG OTHER

☐ OPTION 2: Foodie's Dream ☐ CLIENT ☐ SPOUSE/SIG OTHER

SPECIAL DIETARY NEEDS (PLEASE LIST):

AIR TRAVEL

Please read carefully below and select the option that is appropriate per your organization's guidelines.

- ☐ I request USLAW purchase airline ticket(s) on my behalf.
☐ I will purchase my own ticket(s).

Passenger #1: Invited Client Name Exactly As It Appears on your ID

Date of Birth (Required – MM/DD/YYYY)

☐ MALE ☐ FEMALE

Gender (Required)

TSA Pre# (if applicable)

Passenger #2: Spouse/Significant Other Name Exactly As It Appears on their ID

Date of Birth (Required – MM/DD/YYYY)

☐ MALE ☐ FEMALE

Gender (Required)

TSA Pre# (if applicable)

HOME ADDRESS (Complete Only If USLAW Purchasing Airfare)

Home Address

City, State, Zip

Cell Phone (Day of Travel)

TRAVEL PREFERENCES (Complete Only If USLAW Purchasing Airfare)

Arrival Date

Preferred Departure Time

**Recommended arrival is by
11:00 am on Wednesday, Apr. 20**

Departure Date

Preferred Return Time

**Recommended return
is on Friday, Apr. 22**

Airport for Departure

Airport to Return

Passenger #1 ☐ Aisle ☐ Middle ☐ Window

Passenger #2 ☐ Aisle ☐ Middle ☐ Window

AIRLINE (Complete Only If USLAW Purchasing Airfare)

Preferred Airline

Passenger #1 Frequent Flyer Number

Passenger #2 Frequent Flyer Number

Alternate Airline (If Preferred Airline Not Available)

Passenger #1 Frequent Flyer Number

Passenger #2 Frequent Flyer Number

GROUND TRANSPORTATION

Ground Transportation will be provided by USLAW NETWORK. USLAW will contact you regarding details closer to your travel date.

EMERGENCY CONTACT INFORMATION (REQUIRED):

Emergency Contact Name #1

Cell Number

Relationship

Emergency Contact Name #2

Cell Number

Relationship