



JOHNS, FLAHERTY & COLLINS, SC

Good neighbors. Great lawyers.

Handling Hotspots: An Employer's Guide to Current Employment Law Issues

November 7, 2023

- I. Welcome and Introduction 7:30-7:35 a.m.
Brent Smith

- II. Electronic Monitoring of Remote Workers 7:35-7:45 a.m.
Brent Smith, brent@johnsflaherty.com
 - Latest employment issues for remote workers and their employers
 - Employer rights vs. employee's privacy
 - Ethical considerations
 - Company policies
 - Best practices

- III. Marijuana and the Workplace 7:45-7:55 a.m.
Brent Smith
 - Federal vs. state law
 - Discrimination and accommodation
 - Drug testing policies
 - Impaired employees

- IV. Noncompete & Severance Agreements 7:55-8:10 a.m.
Napela Shim, napela@johnsflaherty.com
 - Current status of noncompete agreements
 - Mutual consideration
 - Timing of execution
 - Conditions for enforceability
 - Release of claims
 - Dispute resolution

- V. Use of AI in Employee Selection 8:10-8:20 a.m.
Brent Smith
 - Discrimination and bias
 - Transparency, disclosure and data protection
 - Ethical considerations

VI. Employment Law Updates 8:20-8:45 a.m.

Joseph Veenstra, joe@johnsflaherty.com

- Federal and state cases of note for employers
- Religious accommodation and hot topics — Groff v. Dejoy and similar cases
- Quasi-Affirmative Action/DEI and employers
- Discriminatory transfers and employer liability
- Independent contractors — Amazon and "gig" workers

VII. Questions, Wrap-Up and Evaluation 8:45-9 a.m.