

## 16th Annual Employment Law Symposium

**Our Annual Employment Law Symposium will take place at La Vista Conference Center on Thursday, November 4, 2021 from 11:30 a.m. to 4:00 p.m.**

La Vista Conference Center  
11.04.2021  
11:30 AM - 4:00 PM

Please join us on Thursday, November 4, 2021 from 11:30 a.m. to 4:00 p.m. for the Annual Employment Law Symposium at La Vista Conference Center. Space is limited for this complimentary event, so register early.

RSVP to [events@koleyjessen.com](mailto:events@koleyjessen.com).

### Agenda

**11:30 a.m. - 12:00 p.m.** Registration, Lunch Provided

**12:00 p.m. - 4:00 p.m.** Program

#### **What's on the 2022 Employment Law Horizon for Employers?**

Margaret C. Hershiser

Margaret will cover a number of new employment-related legal developments to help businesses successfully navigate 2022 including the interplay of state and federal COVID-19 mandates; employer recourse following employee-related computer abuses; new guidance on when verbal harassment is severe or pervasive enough to create a hostile work environment; how much access to the workplace must employers give union organizers; what disciplinary action can be taken based on an employee's social media posts and how employers should be navigating Title VII issues concerning shared bathrooms and

#### **ATTORNEYS**

Adam L. Cockerill  
John C. Dunn  
Stephanie A. Grattan  
Margaret C. Hershiser  
Peter M. Langdon  
Patrice D. Ott  
Katie M. Runge  
Jacqueline N. Ryan  
Erin E. Schroeder  
Ryan J. Sevcik  
Richard D. Vroman

#### **PRACTICE AREAS**

Employee Benefits and ERISA  
Employment and Labor  
Immigration

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locker rooms, dress codes and grooming standards.

### **Top 10 Employee Handbook Mistakes to Avoid**

Katie M. Curtiss Runge

Employee handbooks are an integral tool for employers to convey their policies and expectations to their employees. However, employers often fall victim to the same common pitfalls when drafting their handbooks. In this session, Katie will share ten common mistakes employers make when drafting their handbooks and how they can be avoided.

### **Mandatory Vaccinations, Masks, and Other COVID Protocols: When Must Employers Provide an Accommodation or Exemption to Employees?**

Jacqueline N. Ryan

Navigating the new world of vaccinations, masks, and other COVID-19 related protocols can be tricky for employers. Jackie will walk employers through the key considerations from a legal and practical perspective when dealing with mandatory mask and vaccination mandates in the workplace to help ensure employers do not fall victim to common legal pitfalls. Topics to be discussed include granting reasonable accommodations to mask and vaccine mandates based upon an employee's disability under the Americans with Disabilities Act and an employee's religious affiliation under Title VII of the Civil Rights Act.

### **Proactive Measures to Mitigate Workplace Discrimination Woes**

Patrice D. Ott and Erin E. Schroeder

Many companies strive to foster a culture of inclusivity and diversity of backgrounds and experiences. This can make dealing with a federal audit or charge of discrimination particularly disheartening, when the implication (or outright allegation) is that the company has engaged in wrongful discrimination. This two-part presentation will first cover the background and purpose of Affirmative Action Plans and EEO-1 Reporting, followed by a primer on EPLI insurance.

### **Break**

### **Getting Creative: Exploring Workforce Options and Ensuring Retention**

Ryan J. Sevcik and Stephanie A. Grattan

The labor market remains incredibly tight with employers in most economic sectors struggling to find workers to fill open positions. In this session, Ryan and Stephanie will overview potential policies and procedures to retain current workers as well as encourage referrals. In addition, this session will explore potential options for broadening the pool of available workers to include foreign nationals and considerations for sponsorship of such individuals on work visas.

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### **They said WHAT? Employer Policing of Off-Duty Social Media Activity**

John C. Dunn

In this session, John will provide an overview of laws that are commonly implicated when an employee is terminated for off-duty conduct generally and social media activity in particular.

### **Attracting and Retaining Talent: Effective Employee Benefits in a Competitive Job Market**

Richard D. Vroman and Peter M. Langdon

In a tight labor market, employee benefits are essential to attract and retain top talent. In this session, we will go beyond traditional employee benefit offerings and discuss alternative offerings that are increasing in popularity, such as phantom stock plans, appreciation rights plans, long-term incentive plans, retention bonuses, deferred compensation plans, and much more.

#### *Continuing Education Credit Information:*

*HR Certification Credit, pending*

*Nebraska CPA, pending*

*Nebraska CLE, pending*

*Iowa CLE, pending*

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