

Employment Symposium - Webinar Edition

Did you miss Koley Jessen's 16th Annual Employment Law Symposium? Join us for a webinar series on December 9 and 10 to take part in this year's presentations and ask our team your burning employment questions.

December 9-10, 2021
11:00 AM

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Register [here](#) for December 9.

Register [here](#) for December 10.

December 9, 2021

11:00 AM - 11:30 AM

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

PRACTICE AREAS

Employee Benefits and ERISA
Employment and Labor
Immigration

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of such individuals on work visas.

11:30AM - 12:00 PM

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.

12:00PM - 1:00 PM

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 locker rooms, dress codes, and grooming standards.

December 10, 2021

11:00 AM - 11:30 AM

Top 10 Employee Handbook Mistakes to Avoid

Katie M. 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.

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11:30 AM - 12:00 PM

Proactive Measures to Mitigate Workplace Discrimination Woes

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.

12:00 PM - 12:30 PM

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.