

Employment Symposium - Webinar Edition

Did you miss Koley Jessen's 17th Annual Employment Law Symposium? Join us for a webinar series on November 10, November 17, December 1, and December 8 to take part in this year's presentations and ask our team your burning employment questions.

November/December 2022
11:00 AM

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Register [here](#) for Session 1 | November 10

Register [here](#) for Session 2 | November 17

Register [here](#) for Session 3 | December 1

Register [here](#) for Session 4 | December 8

PRACTICE AREAS

Employee Benefits and ERISA
Employment and Labor
Immigration

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Session 1 | November 10, 2022

11:00 AM - 11:30 AM

Employee Terminations 101: How To Maintain Best Practices and Avoid Common Mistakes When Terminating an Employee

Jackie N. Ryan

You may think that terminating an employee will be the end to your problems, however, if done incorrectly or carelessly, it could instead be the beginning of them. This presentation will touch on separation agreements and severance packages, such as when they should be offered and what can or should be offered. Additionally, we will discuss more complex issues such as terminating employees on leaves of absences, reductions in force or group terminations, and health insurance coverage post-termination.

11:30 AM - 12:00 PM

What Employers Need to Know About New Non-Compete Laws

John C. Dunn

A number of states and jurisdictions have enacted, or revised, statutes that impose new requirements and limitations on the use of non-competition agreements between employers and employees. In this presentation, John will discuss this recent legislation and explain what employers must do to comply.

Session 2 | November 17, 2022

11:00 AM - 11:20 AM

The Great Resignation and Quiet Quitting: Checking Boxes or Checking Out?

Baylie I. Moravec

This presentation will discuss the modern trend of quiet quitting, what it means, possible explanations for why employees quiet quit, and what employers can do to recognize and address quiet quitting in the workplace.

11:20 AM - 11:40 AM

Parent Trap: Developing Attractive and Compliant Parental Leave Policies

Erin E. Schroeder

This presentation will provide a general overview of federal law governing non-medical parental leave, as well as a synopsis of current parental leave trends.

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11:40 AM - 12:00 PM

Employee Benefits Considerations for a Remote Workforce

Peter M. Langdon

This presentation will provide an overview of how traditional employee benefits were impacted due to the Covid-19 Pandemic and the emergence of unique employee benefits as a result of the Pandemic. Additionally, we will review recent legislation that was enacted prior to and as a result of the Pandemic and current proposed legislation affecting employee benefit plans.

Session 3 | December 1, 2022

11:00 AM - 11:30 AM

Independent Contractors, Contingent Workers, and Joint Employer Liability

Katie M. Runge

Alternative employment arrangements are on the rise as companies look for ways to ease staffing shortages. This presentation will discuss the legal liability associated with contingent work and alternative employment arrangements, including independent contractor misclassification and joint employer liability.

11:30 AM - 12:00 PM

Commission Plan Conundrums: Maintaining a Usable, Compliant Commission Plan

Ryan J. Sevcik

Many organizations incentivize employees with compensation through commissions. This presentation will address best practices for ensuring compliance with the Fair Labor Standards Act and applicable state wage payment laws while still having a plan that is simple to understand and manageable.

Session 4 | December 8, 2022

11:00 AM - 11:20 AM

Marijuana - To Test or Not to Test?

Margaret C. Hershiser

Many businesses are asking whether they should continue drug testing for marijuana or not. This presentation will cover both the legal and practical implications of this decision and what the future may hold.

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11:20 AM - 11:40 AM

Recent Trends in Modern Labor Organizing Under the NLRA

John P. Barrett

Enacted in 1935, the National Labor Relations Act (“NLRA”) remains the central guidebook for both employees seeking and employers responding to unionization efforts in the United States. Today, labor organizers are utilizing modern technology and social media platforms to unionize workers in ways the drafters of the NLRA could not anticipate. Employers should be aware of these modern trends to better respond to labor organization efforts under key NLRA sections. This presentation will highlight strategies used by labor movements, provide context to recent agency decisions, and offer concrete steps employers can take to ensure compliance with the NLRA.

11:40 AM - 12:00 PM

Immigration Enforcement: The Most Common Form I-9 Errors with Remote Working Arrangements

Stephanie A. Grattan

Remote work has become more commonplace after the COVID-19 pandemic, and thankfully the U.S. Department of Homeland Security introduced flexibility rules for Form I-9 completion that account for remote work arrangements. While the flexibility rules have been a welcome relief by many employers, they are temporary and employers should be mindful of the parameters of the flexibility rules in order to ensure compliance. This interactive presentation will present the top errors and guidance for correcting them before you incur costly fines.

Continuing Education Credit Information:

Nebraska CPA, pending

Nebraska CLE, pending

Iowa CLE, pending

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