

Roetzel Labor & Employment Symposium: State of the Workplace 2023

September 20, 2023

BOUNCE INNOVATION HUB | 526 S MAIN STREET | AKRON, OH 44311

AGENDA

- 11:30 am – 12:00 pm **Welcome & Registration**
- 12:00 – 1:00 pm **Luncheon Panel: The State of the Workplace – Hot Topics**
Aretta Bernard - Roetzel & Andress, Barry Freeman - Roetzel & Andress, Betsy McCafferty - Cuyahoga Metropolitan Housing Authority, Phenise Poole- Fifth Third Bank
- 2023 was another year of significant change, and sometimes dramatic shifts in the legal landscape. Led by an experienced panel of in-house and firm employment counsel, this panel will review legal key updates, discuss trends, shared observations, and provide recommendations for navigating new workplace laws and guidelines.
- 1:00 – 1:10 pm **Break**
- 1:10 – 2:10 pm **And the Pendulum Swings (Back): The Union Boom**
Susan Keating Anderson - Roetzel & Andress, Lisa Burlison - Roetzel & Andress, Jonathan Decker - Cleveland Metropolitan School District, Paul Jackson - Roetzel & Andress, Lessie Milton Jones - Dominion Energy
- This panel will discuss the current union organizing trends in Ohio and across the country, and the impact of these trends on businesses and the workplace. The session offers valuable information for unionized and non-unionized workforces and will take a closer look at:
- *Darling v. AFSCME*
 - Union avoidance strategies
 - 2023 year end NLRB and SERB decisions
 - Predictions for 2024
- 2:10 – 2:20 pm **Break**
- 2:20 – 3:20 pm **The Future of Work: Minimizing Risk & Avoiding Pitfalls**
Karen Adinolfi - Roetzel & Andress, Barbara Dunlap - Southern Glazer's Wine and Spirits, Leah Farmer - The Clorox Company, Stephanie Olivera Mittica - Roetzel & Andress, Tracy Gullickson Vandover - Yellow Corp.
- From the Supreme Court's decision in *Students for Fair Admissions*, to the National Labor Relations Board General Counsel memos, employers today face both an uncertain regulatory environment and a workforce profile shaped by shifting demographics and objectives. This panel will discuss the new potential risks of company-sponsored diversity, equity, inclusion and access programs, the use of restrictive covenants, wage transparency laws, and more.
- 3:20 – 3:30 pm **Break**
- 3:30 – 4:30 pm **Conversation With the Ohio Civil Rights Commission & the Equal Employment Opportunity Commission**
Heather Renée Adams - Roetzel & Andress, Jessi Isenhardt - EEOC, Angela Phelps-White - OCRC
- 4:30 – 6:00 pm **Cocktail Reception**