

## Labor & Employment Seminar | Thursday, March 7 | 1pm-5:30pm



January 5, 2024 | **EVENTS**

Please join us for a

# LABOR & EMPLOYMENT SEMINAR

Presented by  **Lippes Mathias** LLP  
ATTORNEYS AT LAW

Thursday, March 7th, 2024  
1:00 - 5:30 PM

Jacksonville Golf & Country Club  
3985 Hunt Club Road  
Jacksonville, FL 32224

[Register Here](#)

**Date & Time:**

Thursday, March 7 · 1 - 5:30pm EST

**Location:**

Jacksonville Golf & Country Club, 3985 Hunt Club Road North Jacksonville, FL 32224

**This program has been approved for 2.5 (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.**



HR Certification Institute's® ([www.HRCI.org](http://www.HRCI.org)) official seal confirms that Lippes Mathias LLP meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

**Topics & Presenters:**

**Are Your Contractors Really “Independent?” What to Know About New Federal Standards**

*Michael J. Lufkin, Partner | Sarah B. Purpura, Associate*

Federal agencies are changing their tests for determining whether a worker is an employee or independent contractor, enhancing the risk of confusion and misclassification. This presentation will cover the U.S. Department of Labor's independent contractor rule, the National Labor Relations Board's (NLRB) recent Atlanta Opera decision,

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Illinois: Chicago // Ohio: Cleveland // Oklahoma: Oklahoma City // Ontario: Greater Toronto Area // Texas: San Antonio // Washington, D.C

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and what the government intends to consider when examining whether a worker is an independent contractor or an employee. This presentation will guide employers in how to spot pitfalls in classifying workers, and how the government's changes may affect businesses and independent contractors.

### **Loosening the Restrictions: Recent Government Moves Against Non-Compete and Other Restrictive Covenants**

*Robert G. Riegel, Jr., Partner | Michael J. Lufkin, Partner | Brendan P. Kelleher, Partner*

The federal government and its agencies are scrutinizing now more than ever restrictive covenant agreements. This presentation will address the FTC's proposed rule banning non-competes, the NLRB's recent decision in *McLaren Macomb* attacking broad confidentiality and non-disparagement provisions, and other NLRB agency directives affecting unionized and non-unionized environments that employers need to consider when drafting employment, confidentiality, and trade secret-related agreements.

### **Workplace Investigations**

*Amy Habib Rittling, Partner & Employment Team Leader | Brendan P. Kelleher, Partner*

In today's workplace environment, employers must respond appropriately and thoughtfully to complaints involving harassment and discrimination claims and other workplace conduct concerns. This presentation will address essential areas employers need to consider to conduct a reliable and credible employee investigation. Topics will include: knowing when an employer should or must conduct an investigation; deciding who should conduct the investigation; identifying the scope of the investigation; organizing the steps of the investigation; learning how to evaluate witness credibility and navigate confidentiality issues; communicating findings and making recommendations following the completion of the investigation - among other topics. This presentation will benefit HR specialists, inside counsel and third party investigators.

### **Additional Topics:**

- Artificial Intelligence in the Workplace;
- The EEOC's updated "capstone" technical guidance on COVID-19, and Florida's recent COVID-19 legislation;
- Pregnancy and the workplace: the PUMP Act and Pregnant Workers' Fairness Act; and
- Remote work's place in a post-COVID environment.

# Related Team



**Amy Habib Rittling**  
Partner | Chief Legal  
Officer | Team  
Leader -  
Employment



**Brendan P. Kelleher**  
Partner | Team Co-  
Leader K-12  
Education



**Michael J. Lufkin**  
Partner



**Robert G. Riegel, Jr.**  
Partner