

In-Person and Virtual

Agenda

8:00 AM – 8:30AM **On-site registration and continental breakfast**

8:20 AM **Virtual attendees log on**

8:25 AM – 8:30 AM **Welcome**

- Jason D. Boren, Ballard Spahr LLP

8:30 AM – 9:30 AM **Religious Discrimination and Accommodations in the Workplace**

In today's diverse and multicultural world, it is essential to recognize and address religious discrimination while promoting the principles of inclusivity and equity. This presentation on "Religious Discrimination and Accommodations" delves into the complexities surrounding religious diversity, the legal frameworks in place, and strategies for fostering a harmonious workplace, educational environment, or society at large.

Speaker:

- Jay A. Zweig, Ballard Spahr LLP

9:30 AM – 9:45 AM **Break**

9:45 AM – 10:45 AM **Employment Law Update 2023: A Year in Review**

This presentation will examine the labor and employment law advancements of the past year, highlighting significant insights from the United States Supreme Court, Utah's state and federal courts, as well as legislative actions in Utah.

Speakers:

- Jacqueline Mabatah, Ballard Spahr LLP
- Ashley B. Waddoups, Ballard Spahr LLP

10:45 AM – 11:00 AM **Break**

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11:00 AM – 12:00 PM **Dead Man Walking?
The Future of Non-Competes and other Restrictive Covenants**

It all began with individual states introducing and passing legislation aimed at restricting the utilization of non-compete agreements. Subsequently, the federal government put forth comprehensive legislation to curtail their use. More recently, the FTC and NLRB have joined the fray: The FTC has proposed a rule that seeks to prohibit employers from imposing non-compete agreements on their employees, while the NLRB General Counsel has issued a memo to regional directors emphasizing her perspective that non-compete provisions within employment contracts frequently violate the National Labor Relations Act. All of these developments make it increasingly challenging to retain valuable talent in today's fiercely competitive job market. Given the considerable investments in recruitment, onboarding, and talent retention, employers are understandably concerned about losing their valuable employees to competitors. With the growing restrictions on non-compete agreements, what options are available today? In this session, we will examine the advantages and disadvantages of non-compete agreements and other restrictive covenants, assess the continually evolving state and federal laws, and evaluate the ongoing effectiveness of non-competes in retaining talent and safeguarding business interests.

Speaker:

- Jason D. Boren, Ballard Spahr LLP

12:00 PM **Closing Remarks**

- Jason D. Boren, Ballard Spahr LLP

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