

In-Person and Virtual

The Grand America Hotel

555 S Main St, Salt Lake City, UT 84111

Agenda

8:00 AM – 8:30AM **Check-in and Log-on**
Continental breakfast available for those on-site

8:30 AM – 8:35 AM **Welcome**

Speakers

- Mark Gaylord, Ballard Spahr
- Jason D. Boren, Ballard Spahr

8:35 AM – 9:35 AM **KEYNOTE: Jaceson Maughan, Commissioner for the Utah Labor Commission**
Introduction:

- Jacey Skinner, Ballard Spahr

9:35 AM – 10:30 AM **Employment Law Year in Review**

This presentation will review the past year's labor and employment law developments in the United States Supreme Court, and state and federal courts, as well as important upcoming cases, focusing on those most significant for Utah-based employers.

Speakers

- Jason D. Boren, Ballard Spahr

10:30 AM – 10:45 AM **Break**

10:45 AM – 11:45 AM **COVID-19: Are you Ready for the New Normal?**

The pandemic has changed the landscape for HR professionals. From determining the scope of workplace safety measures to implement, to deciding whether to mandate vaccines, to finding ways to retain employees, HR professionals' have been navigating an ever-changing "new normal." This session will review the current state of employment laws, governmental orders, recommendations and guidance, and will also provide ideas about ways HR professionals can best serve their organizations and the employees within while minimizing potential liability. This session will cover:

- Updates on the law with regard to vaccines, health and safety, leave and other workplace issues
- Alternative workplace arrangements, including remote work pros and cons
- Best practices to minimize potential employer liability

Speaker:

- Jessica Federico, Ballard Spahr

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11:45 AM – 12:30 PM **ESG: HR's Critical Role in the "S"**

The manner in which employers handle environmental, social, and governance issues is being scrutinized like never before. HR professionals can, and should, be key players in developing Environmental, Social, Governance (“ESG”) programs that shape company culture, move business forward, foster community engagement, and drive employee recruitment and retention. This session will provide insight into how HR professionals can become strategic business partners and help guide the development of a company’s ESG program. This session will cover: How ESG has evolved; HR’s role in the “S” (Social) aspect of ESG; Ways HR can contribute to the “E” (Environmental) and “G” (Governance) aspects of ESG; Specific programs HR can implement as part of an ESG program

Speakers:

- Mary O’Brien, Ballard Spahr
- Jacqueline Mabatah, Ballard Spahr

12:30 PM – 1:00 PM **Lunch and Networking**

1:00 PM – 2:00 PM **"The Biden Administration: What is New and What is Coming?"**

This session will highlight steps employers should take to protect their businesses and minimize government intervention and liability in light of the Biden Administration’s pro-employee and pro-union agenda. Key issues will include: increasing the federal minimum wage and expanding employer liability for overtime and classifying workers as independent contractors; empowering and fostering unionization of the workforce; energizing enforcement of a pro-worker agenda through expansion of the EEOC’s and OSHA’s resources and mandates; and attacking or limiting non-compete clauses and no-poaching agreements

Participants will be able to: Review legal, regulatory and enforcement updates to plan for and address its impact on their industry and operations; Secure interpretations of recent legislation to advise business leaders of HR implications; Evaluate the application of federal laws and regulations to organizational strategy with regard to hiring, discipline and workplace safety; Analyze trends in enforceable and compliant HR policies, handbooks, and restrictive covenants impacted by these developments

Speaker:

- Steven Suflas, Ballard Spahr

2:00 PM **Closing Remarks**

- Jason D. Boren, Ballard Spahr