

Morning Sessions

Session title: How to Effectively Handle Workplace Investigations

Speakers: [Mark J. Ricciardi](#) and [Anne Hanson](#)

This informative session will address how to respond to employee complaints, made directly or indirectly, in the State of Nevada. We will discuss a process beginning with initiation, through the internal investigation, conclusion, documentation, and follow-up. This session will cover when an investigation should be done, who should do it, and the dos and don'ts of internal investigations.

Session title: Accommodate This! Successfully Navigating the ADA Interactive Process

Speakers: [Myra K. Creighton](#) and [Anne Hanson](#)

Understanding and managing an employer's obligations under the ever-changing landscape of the law governing reasonable accommodation can be a daunting task. The interactive process is crucial to understanding employee needs and to maintaining a positive work environment. Employees with workplace restrictions because of a covered disability are entitled under the law to tailored reasonable accommodations that do not impose an undue hardship on their employer. At the same time, the employer is also often simultaneously navigating the complex worlds of FMLA and worker's compensation. As a result, fallout from these types of issues is becoming one of the largest drivers of individual lawsuits against employers. Thus, understanding of the employer's and the employee's obligations during the interactive process is a crucial tool in avoiding a lawsuit and will be a key line of defense for the employer who gets sued for failure to accommodate. This session will provide detailed and actionable guidance on how to successfully manage the interactive process to minimize the inevitable risk of litigation.

Session title: I-9 Updates and Overview of the New Form and Alternative Procedures

Speakers: [Davis C. Bae](#) and [John Orr](#)

The Department of Homeland Security requires that all employers must use the new Form I-9 by November 1, 2023. The same announcement also provided remote verification flexibility for qualified employers that use E-Verify. The specifics of these developments, while anxiously anticipated, could not have been prepared for and require wholesale changes to the manner in which employers authenticate the status of their workforces. This session will also detail the potential employment law issues that relate to the Form I-9. Failure to comply can lead to millions of dollars in fines, invite harmful negative publicity and, in extreme instances, even lead to criminal prosecution. The stakes are high, and the regulators and plaintiff attorneys are watching. This session will feature a practical review of exactly what changed and how employers should respond. Attendees will come away prepared to implement best practices designed to maximize compliance and protect their businesses.

Lunch Session

Session title: From Awareness to Action: Preventing and Responding to Active Shooters in the Workplace

Speaker: Wayne Freeman

Nearly 30% of all mass shootings in the U.S. happen at work, a startling number that continues to rise. Hundreds of workers are affected by on-the-job incidents of violence each year. Because these attacks can be carried out by nearly anyone, anywhere, all employers must prepare for the possibility of an active shooter in the workplace – and consider how to respond should a tragedy occur at their facilities.

Join one of the nation's foremost experts for a sobering but critical session designed to teach employers key practical lessons they should incorporate into their safety and security protocols.

Breakout Sessions

Session title: When Nevada OSHA Knocks – Employer Rights and Strategies For Responding to OSHA Inspections

Speakers: [Curtis Moore](#) and [John Orr](#)

Join Fisher Phillips Attorneys Curt Moore and John Orr to learn critical strategies for navigating an OSHA inspection, including how to limit and narrow the scope of the inspection, how to respond to document and employee interview requests, and how to limit OSHA's attempted expansion of an inspection.

Session title: Staying Out of Trouble Under the Deluge of New NLRB Decisions

Speakers: [David Dornak](#) and [Allison Kheel](#)

The NLRB continues to swing the regulatory pendulum back to the interests of organized labor, as evidenced by its recent decision expanding on the issuance of bargaining orders along with a resurrection of the so-called "quickie election" rule. These developments, occurring on the heels of recent changes to agency standards governing workplace conduct rules, are having an immediate impact on the obligations of unionized and non-union employers alike. This session will dissect the most recent changes, rulings, and shifts within the NLRB, shedding light on their implications for labor relations, organizational policies, and business strategies, and giving you the knowledge and tools necessary to navigate the ever-evolving NLRB landscape.

Session title: How is HR Using AI – And How Should HR Use AI?

Speakers: [Richard R. Meneghello](#) and [Anne Hanson](#)

Join two of FP's thought leaders on artificial intelligence for an interactive discussion on the ways that employers are integrating AI into their businesses, and some risks you need to be aware of as you do so. Whether you're brand new to the world of AI, a ChatGPT ninja, or somewhere in between, this will be a can't-miss session to help you overcome your FOBO (fear of becoming obsolete) and help prepare your organization – and you – for a future that is already here.

Afternoon Session

Session title: Wage & Hour Update

Speakers: [Scott M. Mahoney](#) and [David Dornak](#)

This session will cover vital wage and hour legal updates impacting employers across the State of Nevada and nationwide. The program will also discuss key reminders about best practices to stay compliant and out of trouble and how to defend against excessive claims of overtime when a non-exempt employee is misclassified as exempt.