



# 2022 HR Florida Conference & Expo

HOSTED BY HR FLORIDA STATE COUNCIL

## Event

Rosen Shingle Creek

9939 Universal Blvd

Orlando, FL 32819

8.28.22 — 8.31.22

Fisher Phillips is proud to be a part of the annual HR Florida Conference & Expo, which is presented by the HR Florida State Council. Representing virtually every industry and size of business, it is the place to be for professionals to network, grow, and learn more about the human resources industry. Join Fisher Phillips attorneys as they discuss various topics during sessions listed below.

## **SUNDAY, AUGUST 28 SESSION**

### **2022's Most Pressing Legal Issues...as determined by you**

Sunday, August 28

3:00 - 5:00 p.m. EST

**Speaker:** LaKisha Kinsey-Sallis

## **MONDAY, AUGUST 29 SESSIONS**

### **HR Departments Using Analytics**

1:45 – 2:45 p.m. EST

**Speaker:** Brett Owens

HR departments are now using analytics extensively, combined with the growth of AI, analytics is poised to have an immense impact on employment law. This presentation will explain key concepts behind data analytics; describe how data analytics have been used by top companies; describe how data analytics is already being used in human resources departments; identify the potential legal issues; and discuss ways to mitigate the risk.

## **An Employers Obligation to Mental Health under the ADA**

3:00 – 4:00 pm EST

**Speaker:** Jennifer Carroll

Employers have more than an ethical responsibility to support employees facing mental health issues. Through the ADA, they also have a legal obligation to ensure an equitable workplace. HR may be required to manage decreased productivity, requests for time off, issues involving addiction, and concerns about whether employees pose a threat to others' safety. This session equips you with the tools to handle these complex and often sensitive matters in a thoughtful way while keeping in compliance.

## **Navigating Leave & Accommodation Aggravations**

3:00 – 4:00 p.m. EST

**Speaker:** LaKisha Kinsey-Sallis

Are you often faced with navigating less than seamless leave and accommodation situations concerning your employees? You are not alone. Few areas of employment law cause as much frustration for employers as leave and accommodation concerns. Accommodations associated with mental health, religion, and disability issues can be particularly burdensome and challenging at times. This session will provide you a practical roadmap on how to handle these leave/accommodations issues within the laws and regulations like a pro. In this session you will learn how to limit your potential legal exposure while handling these situations through the interactive process.

## **The Next wave of Union Organizing Activity: Building a Positive Employee Relations Program**

4:15 – 5:15 p.m. EST

**Speaker:** Alex Desrosiers

As employers continue to confront challenges brought about by the pandemic, 2022 brings the prospect of new laws and regulatory changes impacting the labor relations arena. This session will provide an outside-the-box approach to improve your labor relations infrastructure long before the first petition arrives – and hopefully preempt that scenario altogether. Along the way, the presenter will address tried and true policies that can be adapted to fit the unique aspects of your workplace culture, while steering clear of the compliance challenges that are likely to follow a sea change in NLRB enforcement doctrine.

## **TUESDAY, AUGUST 30 SESSION**

### **Cryptocurrency, Blockchain and Employment Law: Helping Human Resources Professionals Navigate Crypt**

7:00 – 8:00 a.m. EST

**Speakers:** Garrett Kamen and Phillip Bauknight

The currency of business and people has gone beyond the days of dollars and cents. There are new currencies that employers and their human resources teams have heard of but are unsure how they will impact the future of organizations. Blockchain technology and cryptocurrency are intersecting with business, but many have no idea what those terms mean or how they can apply to workplace law. This interactive program will explore the new landscape of cryptocurrency and blockchain technology and help navigate this evolving area of workplace law.

If you have any questions, please contact **Elizabeth Hickman**.

### ***Related People***



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Employee Leaves and Accommodations

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