



Louisville Annual Labor & Employment Law Seminar

Event

Churchill Downs

Starting Gate Suites, 6th Floor

700 Central Ave.

Louisville, KY 40208

11.16.23

8:30 AM — 2:30 PM EDT

\$95 per person

If multiple attendees from your organization plan to attend, please contact [Abby Tasman](#) for a cost discount.

Join the attorneys of the Fisher Phillips Louisville office for our annual seminar on Balancing the Scales: Navigating Accommodations, Handbooks, and AI in the Workplace. This seminar is appropriate for HR professionals, in-house counsel, business owners, and anyone who handles employee complaints, manages employees, or makes decisions impacting the workplace.

Agenda:

8:00 – 8:30 a.m.

Registration & Continental Breakfast

8:30 a.m. – 2:30 p.m.

Seminar General Sessions (Chef's Table Buffet Lunch Provided)

2:30 p.m.

Cocktail Reception & Daytime Horseracing

Topics will include:

- **Accommodations Procedure 101:** This session covers the basics of the ADA accommodation process. What are your duties? What triggers your duty? What are the employee's duties? How do you decide what accommodation is required? What is this "interactive process," anyway? What information can you demand? How can you "prove" you complied with your obligations? It's

a useful refresher for those familiar with the process and a good introduction for those who are not. This process forms the basic framework for handling many other types of accommodation requests.

- **Accommodations Part One: How to Navigate Conflicts Between Accommodating Transgender Employees and Providing Religious Accommodations.** This developing topic can be deeply personal, complex, and politically driven. Our team will discuss how to navigate through the complexity and how to work toward a solution.
- **Accommodations Part Two: The Accommodation Strikes Back.** In a workplace not so far away, the past year has seen big changes in the world of accommodations. From the rise of new protections under the Pregnant Workers Fairness Act, the dark side of mental health accommodations, and medical marijuana on the horizon – we can sense a disturbance in the workforce. This session will address the shifting legal landscape, including implementing requirements in the new federal Pregnant Workers Fairness Act, grappling with hurdles of forcing employees back into the office, accommodating mental health, and expanding on the use of medical marijuana, with cautionary tales learned after the pandemic and best practices for businesses trying to move forward.
- **Accommodations Q&A Session:** Participants will have the ability to ask all Accommodations speakers questions relating to the covered topics.
- **What Keeps the C-Suite Up at Night: AI Nightmares.** In this session, our presenters will discuss the rising use of AI technology in the workplace, the potential pitfalls of such use, and effective strategies for risk mitigation.
- **Handbook and Policy Updates:** This session is designed to help you evaluate your current handbook and other related policies to identify recommended revisions to ensure compliance considering the evolving legal landscape, including recent NLRB developments.

Registration for this event is closed. If you are interested in attending please contact [**Abby Tasman**](#).

Educational Credits

- **HRCI and SHRM**
The firm is submitting this event for credit.
- **CLE**
Fisher Phillips will seek CLE approval in Kentucky and Indiana as allowed by those jurisdictions. In certain instances, some programs may not be awarded CLE credit because of content, delivery or jurisdictional restrictions.

*Fisher Phillips is committed to providing access to all of our events for disabled attendees. If you need accommodation to participate in this event, please give us three business days advance notice prior to the scheduled event by contacting **Abby Tasman**. Thank you.*

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