

2024 Employment and Employee Benefits Seminar

Navigating the Future Workplace: Legal Insights and Strategies for Benefit Plans, Drug Testing, Pregnancy, Union Dynamics, and Technology

February 7th, 2024

9:00 - 10:30 AM - Managing Risks and Recent Changes in Benefits Plans:

[Jesse St.Cyr](#) and [Sam Holder](#)

Explore the dynamic landscape of benefit plans. Join Jesse and Sam as they unravel the impact of SECURE 1.0 and 2.0, guiding you through the practical steps to navigate the evolving legislative terrain.

10:45 - 11:45 AM - Drug Testing in North Carolina and Marijuana Use:

[Steve Rowe](#) and [David Woodard](#)

Dive into the legal intricacies of drug testing in North Carolina and marijuana use with Steve and David. Uncover the nuances of employee hemp product use, federal testing requirements, and a comprehensive survey of marijuana testing protocols across the states.

12:15 – 1:15 PM – Pregnancy in the Workplace:

[Susie Gibbons](#) and [Brett Carpenter](#)

Join Susie and Brett as they delve into the nuances of the Pregnant Workers Fairness Act and the PUMP for Nursing Mothers Act. You will gain valuable insights into employer obligations and common scenarios arising under these recently enacted laws.

1:15 - 2:15 PM - No Union, No Worries? Not so fast!:

[Susie Gibbons](#) and [David Woodard](#)

The National Labor Relations Board is again focusing on employer policies that it claims will chill concerted activity, even in non-unionized workplaces. Susie and David will navigate the broad scope of “concerted activity”, exploring new NLRB definitions, potential pitfalls in employer policies, and remedies the NLRB may seek.

2:30 - 4:00 PM – Technology and Other Virtual Considerations in the Workplace:

[Kate Dewberry](#) and [Adia Craig](#)

Kate and Adia will outline the latest guidance regarding the use of artificial intelligence (AI) in employment selection procedures. They will also dive into potential issues with AI monitoring in the workplace, social media monitoring of prospective and current employees, and other virtual workplace considerations for remote employees. Finally, Kate and Adia will discuss DEI initiative issues and outline recent equal opportunity litigation regarding those initiatives.