

JANUARY 7, 2025 | EVENTS

# Announcing Conn Maciel Carey LLP's 2025 Labor & Employment Webinar Series



The legal landscape facing employers seems as difficult to navigate as it has ever been. Keeping track of the ever-changing patchwork of federal, state and local laws governing the workplace may often seem like a full-time job whether you are a human resources professional, in-house attorney or business owner. Change appears to be the one constant. As we enter the 2<sup>nd</sup> term of President Trump's Administration, employers will continue to closely track the changes taking place at the NLRB, the DOL, the EEOC, and the Federal Judiciary. At the same time, many states will continue introducing new laws and regulations governing workplaces across the country, making it more important than ever for employers to pay attention to the bills pending in the legislatures of the states where they operate.

Conn Maciel Carey's complimentary [2025 Labor and Employment Webinar Series](#), which includes monthly programs (sometimes more often, if events warrant) put on by attorneys in the firm's [national Labor and Employment Practice](#), will focus on a host of the most challenging and timely issues facing employers, examine past trends and look ahead at the issues most likely to arise.

To register for an individual webinar in the series, click on the link in the program description below. To register for the entire 2025 Labor and Employment Webinar Series, [click here to send us an email request](#), and we will register you. Also check out our companion [OSHA Webinar Series](#), [Cal/OSHA Webinar Series](#), and [MSHA Webinar Series](#).

If you missed any of our programs from the past ten years of our annual Labor and Employment Webinar Series, [here is a link](#) to an archive of recordings of those webinars.

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**See below for a full list of the program descriptions.**

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## The Future of Workplace Law: 2025 Predictions

Thursday, January 23, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Kara Maciel](#), [Letitia Silas](#), [Scott Hecker](#), and [Mark Trapp](#)

The incoming Presidential administration and its agenda raise valid questions about the future roles, responsibilities, scopes of authority, and priorities of the Department of Labor, the EEOC, the NLRB, and the Federal Judiciary. Drawing from decades of legal and practical experience in workplace matters, attorneys from CMC's national Labor and Employment practice group will highlight key developments to watch in Labor and Employment as the incoming administration looks to shake things up by restoring broad power and discretion to employers.

Participants in this webinar will learn:

- The Trump Administration's (de)regulatory and enforcement priorities
- Potential impacts on the NLRB, collective rights, and organized labor
- Potential shifts in the EEOC's strategic plan
- The federal judiciary's response to federal administrative authority
- Notable State responses to federal action in the labor and employment sector

[Click here to register](#) for this webinar.

*This program has been approved by SHRM for 1 hour of HR professional development credit.*

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## California Employment Law Update in 2025

Wednesday, February 19, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Megan Shaked](#), [Andrea Chavez](#), and [Samuel Rose](#)

While the 2024 legislative session might have seemed like a lighter year for employment law by California standards, that does not mean there aren't many new obligations for employers across the range of employment topics. This webinar will review compliance obligations for companies doing business in California, as well as discuss the practical impact of these new laws and best practices for avoiding potential employment-related claims.

Participants in this webinar will learn:

- Updates on the PAGA reform bills in practice
- Updated notice and posting requirements
- Changes to California leave laws
- The Freelance Worker Protection Act
- Case law updates
- Other wage and hour legal developments

**[Click here to register](#)** for this webinar.

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## Positive Employee Relations, Protected Concerted Activity, and Union Organizing

Wednesday, March 12, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by **[Kara Maciel](#)**, **[Letitia Silas](#)**, and **[Mark Trapp](#)**

As companies continue to grow and employ diverse cohorts of skilled workers and professionals across all levels, understanding the legal landscape and mastering the rules of engagement in employee and labor relations is critical. Join us for an exclusive, engaging, and informative webinar featuring our seasoned labor and employment attorneys.

This webinar is tailor-made for in-house counsel, senior human resources leaders, and other key leaders within your organization. Whether you're directly involved in employee relations or supporting those who are, this session will provide invaluable insights and practical strategies to enhance your leadership toolkit.

Participants in this webinar will learn:

- Best practices for positive employee relations including strategies to foster a productive, collaborative, and respectful workplace
- How to identify and understand protected concerted employee actions and union activity impacting your workplace
- Practical guidance to equip yourself with the tools necessary to effectively respond to union organizing efforts and factors you should consider when engaging outside counsel

**[Click here to register](#)** for this webinar.

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## Trade Secrets and Restrictive Covenants: Practical Advice to Safeguard Your Company's Critical Assets

Thursday, April 10, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Jordan Schwartz](#) and [Darius Rohani-Shukla](#)

The protection of trade secrets and confidential information is critical to the success of many organizations. Employers must remain vigilant against the growing risk of sensitive information being compromised, especially during times of significant employee movement. With advancements in remote work, cloud computing, and the use of personal devices for business purposes, safeguarding proprietary data has become increasingly complex. Employers must proactively address these risks by implementing robust policies for employee separations, including confidentiality agreements, non-compete clauses, and non-solicitation agreements, while staying compliant with the evolving legal landscape.

The Federal Trade Commission (FTC) recently sought to ban most non-compete agreements nationwide, sparking widespread debate and legal challenges. While the rule was blocked, state lawmakers continue to introduce new restrictions on the enforceability of non-competes. Employers must adapt to these changes while ensuring that their most critical assets—trade secrets, workforce, and customer relationships—remain protected.

This webinar will provide practical insights and strategies to help employers safeguard their workforce, trade secrets, and customer relationships in a shifting legal landscape.

Participants in this webinar will learn:

- Current status of non-compete laws, including the residues of the FTC's Final Rule, state restrictions, and pending legislation
- Strategies for protecting proprietary information in the face of remote work and increased employee mobility
- Effective use of confidentiality, non-disclosure, and non-solicitation agreements to protect business interests
- Legal options for addressing disputes with former employees, including recovery of sensitive information or property
- Best practices for offboarding exiting employees, including steps to prevent data theft or misuse

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## Trust the (Interactive) Process: Exploring Reasonable Accommodations Under the ADA

Wednesday, May 28, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Aaron Gelb](#) and [Ashley Mitchell](#)

Understanding the employer's obligations when responding to an employee's request for a reasonable accommodation under the Americans with Disabilities Act, including when and how best to engage in the "interactive process" can be particularly challenging as there is rarely an obvious or easy answer. The law does not require an employee to make any reference to the ADA or use specific words, such as 'disability' or 'reasonable accommodation,' when requesting an accommodation, so employers must recognize the variety of ways in which a request for an accommodation may be articulated.

Unfortunately, far too many employers focus on the outcome—believing the need to find the perfect accommodation—when, in fact, the key to success is found in effectively engaging in the interactive process. When presented with a challenging request for accommodation, however, employers may give up too quickly or fail to appropriately consider and explore alternative options. Others mistakenly assume they have to provide the accommodation sought by their employee or something substantially similar to what was requested. Those employers that figure out the process tend not only to obtain better outcomes but can effectively protect themselves from costly judgments down the road.

Participants in this webinar will learn:

- Who requires a reasonable accommodation?
- An employer's obligation to engage in the interactive process
- Whether you can deny requests or rescind a reasonable accommodation
- Steps to ensure your workforce accommodation efforts promote an inclusive culture
- Tips for creating a comprehensive reasonable accommodation process
- How to stay compliant with reasonable accommodation rules
- The most recent updates, including guidance, and best practices for compliance

Join us to explore these interesting topics and equip yourself with the knowledge and tools to create an innovative, compliant, safe, and equitable workplace.

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## Labor Arbitration – Maximizing Your Chances for Success

Wednesday, June 11, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Letitia Silas](#), [Mark Trapp](#), and [Samuel Rose](#)

Labor arbitrations often seem like the proverbial “box of chocolates” – you never know what you’re going to get. While uncertainty abounds, there are numerous steps companies and counsel can take to assess, prepare, and present their labor arbitration cases to maximize the chances for success.

Personnel directly involved in handling grievances and preparing and presenting cases before labor arbitrators – including front line supervisors, human resources officials, and in-house counsel – will gain valuable insights and learn practical strategies to enhance the company’s chances of prevailing and improving your workplace.

Participants in this webinar will learn:

- Best practices for contract administration and handling grievances
- How to gather and preserve evidence, respond to information requests, and identify opportunities for settlement
- Strategies to assess the strengths and weaknesses of your case, select the arbitrator, and prepare and present your witnesses and evidence
- Tips for closing arguments and post-arbitration briefing
- Practical guidance to strengthen your contract and its arbitration provisions

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## Developments in the Retaliation and Whistleblower

## Landscape (L&E / OSHA Crossover)

Wednesday, July 9, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Kara Maciel](#), [Lindsay DiSalvo](#), and [Mark Ishu](#)

The landscape for whistleblower and retaliation claims has changed in varying ways over the last several years. Employers have seen a significant uptick in retaliation claims filed by employees and investigated by federal agencies. For example, in FY 2013, only approximately 41% of all charges filed with the EEOC included a retaliation claim, but that number shot up to about 57% in FY 2023. Similarly, the number of total whistleblower complaints filed with OSHA increased significantly in FY 2023, with the vast majority of those complaints – about 71% – filed under Sec. 11(c) of the OSH Act (retaliation based on protected safety acts). The whistleblower complaints filed under Section 105 of the Mine Safety and Health Act have also been on the rise and MSHA is particularly aggressive in its approach to the investigation of these claims, often seeking temporary reinstatement of the complainant for the duration of the investigation, and litigation, if the complainant was terminated.

Not only has the number of complaints filed significantly increased, but retaliation has also become a bigger focus of federal agencies charged with enforcing these types of claims, including OSHA, MSHA and the EEOC. This has resulted in greater resources being directed to investigation of these claims, as well as increased cooperation between agencies through memorandums of understanding (MOUs). And, although the general legal standards for review of retaliation and whistleblower claims have remained consistent, application of those standards and the judicial body that applies them may shift based on recent decisions impacting both.

Participants in this webinar will learn:

- Prevalence and impact of retaliation and whistleblower charges
- Applicable federal whistleblower and anti-retaliation laws
- Agency efforts to enforce anti-retaliation and whistleblower protections
- Legal Standards for evaluating allegations of retaliation

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## Trump Trends and Investigation Insights for Wage

## and Hour

Wednesday, August 6, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Scott Hecker](#), [Lindsay DiSalvo](#), and [Mark Ishu](#)

With many months behind us since President Trump returned to the White House, his second administration's priorities have begun to take shape. While we expect enforcement activity to decrease during President Trump's second term, wage and hour investigations are still happening, so employers must be ready to demonstrate compliance when the WHD shows up at their doors. In addition to identifying WHD's current points of emphasis, this webinar will take you through best practices and common concerns encountered during agency investigations.

Participants in this webinar will learn:

- Enforcement priorities during the first seven months of Trump 2.0, including overtime exemptions, worker classification, tipped wages, and changes to child labor enforcement
- How to respond to a WHD investigation
- Post-investigation possibilities and next steps

[Click here to register](#) for this webinar.

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## Protect Your Interest: Workplace Crisis Management (L&E / OSHA / MSHA Crossover)

Wednesday, September 10, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Letitia Silas](#), [Eric Conn](#), and [Nicholas Scala](#)

Whether it's a prolonged labor strike, a publicized workplace fatality, or a sudden violent attack against your employees or customers, your organization would benefit from a legal, strategic, and practical approach to identifying, preparing for, and responding to significant workplace events with widespread negative implications. This webinar will explore what businesses can do to prevent and minimize operational, fiscal, reputational, and legal harm, and ensure business continuity, by implementing strategies to proactively identify and mitigate risks as well as appropriately respond to and manage a crisis to protect their business and brand.

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## Mastering AI in the Workplace: Maximizing the Benefits and Managing Legal Risks

Tuesday, October 7, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by **Darius Rohani-Shukla** and **Ashley Mitchell**

Artificial intelligence (AI) is transforming the workplace at an unprecedented pace. While AI offers remarkable potential for enhancing productivity and efficiency, it also introduces new challenges, from navigating regulatory landscapes to addressing employee privacy concerns. Employers must stay ahead of these changes to unlock AI's benefits while managing its risks effectively.

Participants in this webinar will learn:

- The Equal Employment Opportunity Commission's (EEOC) Artificial Intelligence and Algorithmic Fairness Initiative and its implications for workplace fairness
- Practical guidance on minimizing privacy risks and handling sensitive employee information
- Emerging state and local laws that regulate the use of AI in the workplace
- Best practices for using AI to enhance employee safety and mitigate workplace hazards
- How to proactively adapt to evolving federal and state privacy regulations to protect your organization and employees

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## Workplace Violence Prevention Strategies and an Overview of the Ever-Growing Legal Landscape

## (L&E / OSHA / Cal/OSHA Crossover)

Thursday, November 13, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by [Rachel Conn](#), [Dan Deacon](#), and [Andrea Chavez](#)

Workplace violence has been a key priority for both the Occupational Safety and Health Administration (“OSHA”) and the Equal Employment Opportunity Commission (“EEOC”) for years, as it remains one of the leading causes of occupational injuries nationwide. While OSHA has no specific standard for workplace violence, the OSH Act’s General Duty Clause requires employers to provide a workplace free from recognized serious hazards, and OSHA has instituted enforcement actions under its General Duty Clause after incidents of workplace violence. OSHA has also initiated a rulemaking to address workplace violence in specific industries.

California has taken the lead in implementing the first workplace violence rule in the country for general industry ([SB 553 – Workplace Violence Prevention](#)), requiring all California employers (unless they fall under one of the limited exemptions) to establish, implement, and maintain an “effective” written workplace violence prevention plan. Numerous state laws also govern workplace violence in specific industries, such as retail, hospitality, and healthcare. Most recently, in September 2024, New York implemented the [New York Retail Worker Safety Act](#) which likely reflects the start of a trend in workplace violence prevention laws nationwide.

Additionally, the EEOC has prioritized ways to effectively prevent and address workplace violence, particularly in workplace harassment. Furthermore, outside of OSHA, state legislation, and the EEOC, employers can be held liable for workplace violence through other claims such as negligent hiring and supervision.

Participants in this webinar will learn:

- What constitutes workplace violence
- EEOC and OSHA enforcement priorities
- Legal risks associated with workplace violence
- Updates on federal OSHA workplace violence rulemaking
- California’s Workplace Violence law
- New York’s Retail Worker Safety Act
- Patchwork of State Laws to deter and address workplace violence

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# ADA Compliance Obligations for Businesses: Minimizing Legal Risks and Reputational Damage

Thursday, December 11, 2025, at 1 p.m. ET / 10 a.m. PT

Presented by ***Jordan Schwartz*** and ***Megan Shaked***

Regardless of whether you own or manage a hotel, store, restaurant, hospital, or any other place of business frequented by members of the public, you have an obligation to both (a) remove physical barriers to access at your facility in compliance with the Americans with Disabilities Act ("ADA"); and (b) make sure that your website is accessible so that it can be read and understood by individuals with disabilities.

Every year, we continue to see an increase in lawsuits alleging, among other things, that restaurants do not have accessible tables, that hotels do not have proper access aisle at the passenger loading zone, and that public restrooms do not have ADA compliant grab bars, paper towel dispensers, or knee clearance under the sink. At the same time, lawsuits continue to be filed in increasing numbers against businesses with websites that are not accessible (e.g., not compatible with screen reader software), and thus not usable by individuals with visual and hearing impairments. Accordingly, to reduce the threat of lawsuits, businesses must have a plan in place to inspect their physical properties, test their website's accessibility, and implement necessary changes to improve overall compliance with the ADA.

Participants in this webinar will learn:

- What issues to look for when determining whether there are barriers to access at your property
- When to involve legal counsel in conducting such accessibility tests and remediation efforts (relating to either physical barriers or websites) in order to preserve attorney-client privilege
- What specific accessibility-related information should be listed on your website
- Whether your company should include an "Accessibility Statement" on its website and, if so, what information should be included in that statement

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