

JANUARY 13, 2026 | EVENTS

Announcing Conn Maciel Carey LLP's 2026 Labor & Employment Webinar Series

The legal landscape facing employers remains complex. Navigating the evolving patchwork of federal, state, and local workplace laws can feel like a full-time responsibility for employers, human resources professionals, in-house counsel, and business leaders alike. As the second term of President Trump's Administration progresses, employers should continue to monitor developments at key federal agencies, including the NLRB, the U.S. Department of Labor, and the EEOC, as well as emerging trends in the federal courts. At the same time, state and local legislatures across the country remain active, introducing new employment-related laws and regulations that can significantly impact day-to-day operations. Staying informed and proactive is more critical than ever for employers seeking to manage risk and maintain compliance.

Conn Maciel Carey's complimentary [2026 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. If you missed any past programs from our annual Labor and Employment Webinar Series, [here is a link to an archive of recordings](#) of those webinars.

Thursday, January 22, 2026, at 1 p.m. ET / 10 a.m. PT

Insights into Wage and Hour Investigations

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

With over a year of President Trump's second term under our belts, the current 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 Wage and Hour Division ("WHD") shows up at their doors. In addition to identifying WHD's current points of emphasis and primary areas of concern, this webinar will take you through the stages of an investigation and

some tips for handling various aspects of the investigation process.

Participants in this webinar will learn:

- Enforcement priorities and concerns in Trump 2.0, including overtime exemptions, worker classification, tipped wages, and overtime/calculating regular rate of pay
- General stages of a WHD investigation
- Best Practices/Tips for managing a WHD investigation

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

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

This program has been approved for 1 (General) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

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

Employer Compliance with Workplace Laws in 2026: A Discussion of DOL, NLRB, and EEOC Priorities

Presented by Kara M. Maciel, Scott Hecker, and Letitia Silas

This timely presentation provides an overview of the federal regulatory and enforcement landscapes that will shape employers' obligations and workplace practices in 2026. More than a year into the second Trump Administration, key leadership positions have been filled, allowing agencies—including the Department of Labor, the National Labor Relations Board, and the Equal Employment Opportunity Commission—to develop and implement major priorities.

Our discussion will highlight how these agencies' enforcement strategies are evolving, with a focus on emerging enforcement issues, such as national origin discrimination, religious accommodations, independent contractor and joint employers, and reversal of NLRB law to the benefit of the business community. Attendees will gain insight into the most significant risks facing employers, from wage-and-hour audits to discrimination claims and recent employee activism in the workplace, leaving the webinar with practical steps organizations can take now to prepare for a year of heightened oversight and rapidly shifting rules.

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

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Wednesday, March 11, 2026, at 1 p.m. ET / 10 a.m. PT

Annual California Employment Law Update

Presented by [Megan S. Shaked](#) and [Kimberly Cole](#)

California employment law is known for its constant shifts and strong protections of employee rights. Join us for our annual review as we summarize recent changes for 2025, discuss trends and predictions for this year's legislative session, and highlight best practices for periodic review of policies and practices to ensure compliance in the Golden State.

Participants in this webinar will learn about:

- Key updates for 2026
- The impact of PAGA reform bills on wage and hour litigation
- Lessons learned based on key court decisions
- How recent shifts in CA can inform employers on avoiding potential employment-related claims, including those regarding pay, misclassification, and discrimination, harassment, and retaliation

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Tuesday, April 7, 2026, at 1 p.m. ET / 10 a.m. PT

Timing – Understanding When to Engage Labor and Employment Counsel

Presented by [Aaron R. Gelb](#) and [Letitia Silas](#)

Managing workplace relations, performance management, and enforcing workplace policies are important to providing safe, positive, and productive workplace. They can also be rife with legal risks. From internal investigations and high-risk personnel actions or business transactions to responding to employees' concerted activities and union organizing efforts, this webinar will help employers issue spot and better understand when

and why to engage appropriate legal counsel in matters implicating labor and employment laws.

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Tuesday, May 12, 2026, at 1 p.m. ET / 10 a.m. PT

Drug Testing in the Workplace – Employers' Rights and Responsibilities (L&E/OSHA/MSHA Crossover)

Presented by [Dan Deacon](#), [Emily Toler Scott](#), and [Andrea Chavez](#)

Employers striving to provide safe, compliant, and productive workplaces face no shortage of challenges when it comes to testing employees for potential drug use. The federal government is rescheduling marijuana and banning certain hemp products, state laws about marijuana and employees' privacy continue to evolve, and opioid use remains prevalent. Drug testing employees is often prudent or even necessary, but it is anything but straightforward. Getting it wrong can lead to claims of retaliation, disability discrimination, breach of privacy, state law violations, and complaints to federal and/or state agencies.

Drug use in the workplace can also create safety and health risks to employees and customers. The Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA) have different safety and health standards that may be implicated by testing employees, and the agencies often investigate retaliation complaints made by employees who are disciplined after positive tests. Employers need to understand their compliance obligations and how to use drug tests to promote safety. And if an accident occurs, a drug test can be a crucial tool during any investigation or enforcement action.

Participants in this webinar will learn:

- When and whether drug testing employees is permitted
- Tips for designing and administering a drug testing program
- How to minimize legal risks associated with drug tests
- How to navigate various state laws regarding recreational and/or medical marijuana
- OSHA and MSHA implications of drug testing

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Wednesday, June 3, 2026, at 1 p.m. ET / 10 a.m. PT

AI in the Workplace: Managing Algorithms & Bias Audits to Maximize Benefits and Reduce Legal Risk

Presented by [Megan S. Shaked](#) and [Darius Rohani-Shukla](#)

AI tools now screen applicants, rank candidates, schedule shifts, and flag performance, putting algorithmic decision-making at the center of employment decisions. This session explains how to vet and monitor these tools, including key due-diligence steps and practical vendor strategies. We'll also provide updates on AI regulation across the country and help you issue-spot additional legal risks as new laws take effect. We'll also demystify bias audits, what they are, how to test for disparate impact on protected groups, and how to document and act on results so audits are meaningful, defensible, and aligned with emerging standards.

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Wednesday, July 22, 2026, at 1 p.m. ET / 10 a.m. PT

Political Speech in the Workplace

Presented by [Aaron R. Gelb](#) and [Letitia Silas](#)

In today's highly polarized political climate, political speech is increasingly present in the workplace – through employee conversations, social media activity, and interactions with customers. Employers must carefully navigate these issues while maintaining a respectful work environment and complying with a complex web of federal, state, and local laws.

This webinar will provide practical guidance on managing political expression in the workplace while minimizing legal risk. It will also address when political speech may be protected, when employers may lawfully impose limits, and strategies for handling common workplace scenarios in a manner that supports compliance.

Participants in this webinar will learn about:

- Identifying when employee political speech may be protected under federal, state, and local laws, including the NLRA
- Distinguishing between lawful employer restrictions and actions that may trigger discrimination, retaliation, or labor law liability
- Evaluating common workplace scenarios involving political expression (social media activity, workplace communications, and dress or appearance issues)
- Best practices for drafting, implementing, and enforcing workplace policies related to political speech
- Effective response strategies for managing complaints and conflicts arising from political expression

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Wednesday, August 5, 2026, at 1 p.m. ET / 10 a.m. PT

Clash of the Workplace Titans: When Safety Requirements Conflict with Disability-Related Accommodations

Presented by [Jordan B. Schwartz](#) and [Hema Steele](#)

When faced with a request for a disability-related accommodation, employers often focus on the legitimacy of the request or the feasible accommodations that will meet the employee's need and ensure compliance with the ADA. And when faced with a safety concern, employers focus on how to keep employees safe and remain OSHA-compliant without adversely affecting operations. But what happens when these two worlds collide? What if the accommodation impinges on the employer's safe work practices or safety policies or OSHA requirements?

In this webinar, participants will learn how to address the complicated situation of when a request for accommodation clashes with safety requirements.

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Wednesday, September 23, 2026, at 1 p.m. ET / 10 a.m. PT

Artificial Intelligence and Labor /Employee Relations: What Employers Need to Know

Presented by [Letitia Silas](#) and [Ashley D. Mitchell](#)

As artificial intelligence ("AI") continues to transform workplaces, employers and their human resources professionals face new challenges and opportunities. This webinar will explore the intersection of AI and labor relations, focusing on how emerging technologies impact collective bargaining, workplace surveillance, employee rights, and union strategies.

Participants will learn about:

- Collective Bargaining Considerations: How AI-driven decisions affect negotiations and contract language.
- Legal and Regulatory Landscape: Current guidance and anticipated developments under the NLRA and other labor laws.
- Risk Management: Strategies for compliance and mitigating disputes related to AI implementation.

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

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Tuesday, October 20, 2026, at 1 p.m. ET / 10 a.m. PT

Whistleblower & Retaliation Law in 2026 — Where Employers Are Getting Tripped Up

Presented by [Jordan B. Schwartz](#), [Lindsay A. DiSalvo](#), and [Mark Ishu](#)

Retaliation and whistleblower claims continue to rise and remain a top enforcement priority through 2026. Employers are facing increased scrutiny under a broad range of federal whistleblower statutes enforced by OSHA as part of the U.S. Department of Labor, including laws governing workplace safety, transportation, infrastructure, and environmental reporting. As interpretations of protected activity and causation continue to expand, routine post-complaint decisions are increasingly becoming the focus of retaliation investigations.

This webinar takes a practical, forward-looking look at whistleblower and anti-retaliation trends shaping employer risk in 2026. Designed for safety professionals, HR leaders, in-house counsel, and compliance teams, the program focuses on where organizations most often get tripped up after protected activity and how early decisions can influence the scope and outcome of an OSHA whistleblower investigation.

Participants in this webinar will learn about:

- Enforcement trends shaping OSHA-enforced whistleblower and retaliation cases in 2026
- How OSHA evaluates protected activity, adverse action, causation, and timing
- Common employer missteps following safety, environmental, or operational complaints
- Best practices for handling investigations, discipline, performance management, and documentation
- Practical steps organizations can take to reduce retaliation risk and strengthen defenses

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Thursday, November 5, 2026, at 1 p.m. ET / 10 a.m. PT

Internal Investigations and Audits: Preserving Privilege and Managing Risk

Presented by [Kara M. Maciel](#), [Nicholas W. Scala](#), and [Ashley D. Mitchell](#)

Internal investigations and compliance audits are critical tools for identifying risk, responding to incidents, and demonstrating good-faith compliance—but if not handled carefully, they can create new legal exposure. Issues such as preserving attorney-client privilege, managing sensitive witness interviews, and preparing defensible investigation reports arise across both workplace safety and labor and employment matters, regardless of industry or organizational structure.

In this webinar, we will examine best practices for conducting privileged investigations and audits that withstand scrutiny from regulators, plaintiffs' counsel, and internal stakeholders. The program will provide actionable guidance on coordinating across legal and operational teams and avoiding common pitfalls that can jeopardize privilege or credibility.

Participants will learn about:

- Establishing and preserving attorney-client privilege and work product protection in investigations and audits

- Conducting effective witness interviews, including best practices when translation or interpretation is required
- Coordinating investigations across safety, HR, and leadership teams without undermining legal protections
- Preparing investigation and audit reports that are accurate and aligned with strategic objectives
- Common missteps that can expose employers to regulatory, litigation, or reputational risk

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Wednesday, December 9, 2026, at 1 p.m. ET / 10 a.m. PT

Neurodiversity and Navigating Accommodations for Mental Health Disabilities: Understanding ADA and FMLA Protections

Presented by [Lindsay A. DiSalvo](#) and [Darius Rohani-Shukla](#)

This presentation will explore how employers and employees can better understand and support mental health and neurodiversity in the workplace while complying with key legal protections. We will discuss what it means to be neurodivergent (including conditions such as ADHD, autism, and learning differences) and how these and other mental health disabilities may impact workplace experiences.

The session will provide a practical overview of the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA) as they relate to mental health, including:

- When mental health and neurodevelopmental conditions qualify as disabilities
- How to navigate the interactive process and request or evaluate reasonable accommodations
- Examples of effective accommodations for mental health and neurodiversity
- When mental health conditions may qualify for FMLA leave, including intermittent leave for treatment and flare-ups

Attendees will leave with a clearer understanding of their rights and responsibilities, and concrete strategies for creating a more inclusive, legally compliant, and psychologically safe workplace.

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

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