



Invitation to Franklin & Prokopik's Labor & Employment Seminar

12:00-12:30 pm: Registration

12:30-4:30 pm: Welcome and Sessions

DEI&A Initiatives in the Workplace: Diversity, equity, inclusion, and accessibility (DEI&A) initiatives are important ways to accelerate positive change and promote corporate harmony and growth. Of course, these programs are also rife with potential pitfalls, so it's vital to ensure that these programs and initiatives are compliant with EEO laws and regulations. Hear directly from the EEOC as to its recommendations for best practices for creating, administering, and promoting effective, legally compliant DEI&A programs in your organization.

Guest Speaker Tonya Lennox, Outreach and Education Coordinator, EEOC

Time to Figure Out the "Time to Care Act!": While Maryland's new paid family & medical leave act, known as the Time to Care Act, technically went into effect on June 1, 2022, the program will be rolled out slowly, ultimately taking final effect on January 1, 2025. Still, employers must prepare for this program now. This session will focus on what we know, what we don't know and the timeline for compliance.

Bert Randall

Sexual Harassment & Maryland's New Expanded Law: On October 1, 2022, the Maryland General Assembly bill passed last spring that expands the definitions of illegal harassment and extends the statute of limitations for employment discrimination, went into effect. This session will review current federal standards and address the implications of the recent legal changes for Maryland employers.

Tamara Goorevitz

Conducting Lawful Workplace Investigations: Equally as important as promulgating fair and enforceable employment policies is to ensure that fair and expedient workplace investigations occur once charges of workplace harassment, discrimination and/or other workplace inequities are levied. This session will focus on mechanics of a good investigation and how to ensure that all participants are treated fairly so that all parties are protected.

Chris Smith

Employment Law Update "Jeopardy": Join us for a fast-paced look at cases, statutes and regulations from the past year. Win prizes and leave with a better understanding of the current legal landscape and the effect it has on your workplace.

Bert Randall and Kara Parker

4:30 pm: Reception

Date: November 8, 2022

RSVP: November 2, 2022

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Contact: Jennifer Mason

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Time: 12:00 - 4:30 pm

Reception to follow.

Location:

The Hotel at Arundel Preserve

7795 Arundel Mills Blvd.

Hanover, MD 21076

Pending certification for 4.0 SHRM and HRCI Credits