



Hinshaw's 28th Annual Labor & Employment Seminar

Wednesday, November 13, 2024

Agenda

8:30 – 9:00 am **Breakfast and Registration**

9:00 – 9:15 am **Welcome Remarks**

- [Mellissa Schafer](#), *Partner and L&E Practice Group Co-Leader*, Los Angeles

9:15 – 10:45 am **Plenary Session I**

The Labor & Employment Law Year in Review

- [Aimee Delaney](#), *Partner*, Chicago
- [Amanda Tzivas](#), *Associate*, Chicago

The always-popular Year in Review will provide an overview of key developments at the United States Supreme Court, Federal Courts of Appeals, legislative enactments at the federal and state levels, and regulatory guidance from federal and state agencies. This fast-paced summary provides in-house counsel, human resource professionals, and owners with information on the key developments they need to administer the workforce.

10:45 – 11:00 am **Break**

11:00 – 12:00 pm **Plenary Session II**

Artificial Intelligence – The Risks and Rewards of Its Use in Employment

- [Tom H. Luetkemeyer](#), *Partner and L&E Practice Group Co-Leader*, Chicago
- [Eric Haas](#), *Chief Information Office*, *Hinshaw & Culbertson*
- [Miles Shultz](#), *Attorney*, *U.S. Equal Employment Opportunity Commission*

Like it or not, artificial intelligence is here and likely to stay. Properly used as a tool, artificial intelligence can save time, identify the ideal candidates in a hiring situation, and assist in the classification and review of voluminous documents. Used improperly, it can subject employers to significant liability, and often on a class action or systemic discrimination basis. In this presentation, we will discuss the uses of AI, the concerns of the EEOC with the evolving technology, and the efforts of various states to regulate the tools and the overall use of AI, including notice obligations to employees and applicants.



12:00 – 1:00 pm

Lunch & Networking

1:15 – 2:15 pm

Plenary Session III

Best Practices for Internal Investigations

- [Alexander Baggio](#), *Partner*, Minneapolis

A thorough and professional internal investigation often dictates the success of the defense of a claim or even the likelihood of avoiding a claim. Effective and credible investigations are also a meaningful tool that builds confidence among your employees, many of whom are fearful or skeptical of the process. In this presentation, we will discuss the best practices for conducting an internal investigation, beginning with the selection of the investigator through the process of interviewing witnesses, examining documents, and preparing the final report. Investigative competence is key in many contexts, including establishing an affirmative defense in a harassment claim to uncover internal fraud and compliance violations.

2:15 – 3:15 pm

Plenary Session IV

Evolving Accommodations: Pregnancy, Disability, and Religion

- [Corey Swinick](#), *Partner*, Milwaukee
- [V. Brette Bensinger](#), *Partner*, Chicago

Recent federal legislation on pregnancy accommodation and Supreme Court jurisprudence on accommodating religious beliefs and practices has forced employers to rethink how these workplace issues are handled and how employees may be properly accommodated. In addition, the law on disability discrimination and accommodation is constantly evolving, including, for example, the use of remote work as an alternative. We will discuss these new developments and how employers need to re-think their processes to comply with the changes in the law.

3:15 – 3:30 pm

Break

3:30 – 4:25 pm

Breakout Sessions

The Corporate Transparency Act

- [Anthony Zeoli](#), *Partner*, Chicago

The Corporate Transparency Act (the CTA), which became effective on January 1 this year, was enacted by Congress to combat sources of financial criminal activity and abuse of anonymous companies. The CTA requires a majority of privately held corporations, limited liability companies, and similar entities to file beneficial ownership information reports with the Financial Crimes Enforcement Network (FinCEN), which requires the disclosure of owners and other persons who substantially control the business. The CTA is intentionally broad, and its reporting



requirements will apply to most entities formed or doing business in the U.S., whether or not such entities were formed/qualified before or after January 1, 2024.

The Intersection of Labor & Employment and Immigration

- [Bill Schiller](#), *Partner, Chicago*
- [Ian Wagreich](#), *Partner, Chicago*
- [Rebekah Gonzalez](#), *Associate, Chicago*

Federal Elections can significantly influence employment-related immigration law and policy, directly impacting U.S. employers, as well as their employees. This presentation will discuss the likely impact of the recent election, including how immigration issues can arise in labor disputes, the likely impact on employment-related visa categories, and expected changes to the humanitarian options available to individuals. We will also explore recent changes to E-Verify and I-9 Form compliance.

4:30 – 5:15 pm

Advice on Tap & Reception

An open mic session where attendees can pose questions to Hinshaw attorneys while enjoying drinks and hors d'oeuvres.