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OCTOBER 17-19

Program Book

Washington, DC

Washington Marriott Georgetown

1221 22nd St NW, Washington, DC 20037

JacksonLewis

Our attorneys are proud champions of the **2024 Labor and Employment Section Annual Conference**. We look forward to engaging with you, and hope to see you at our panels.



Kevin D. Reese
Principal, San Francisco
Chair, NBA Labor & Employment Section
Moderator
Wealth Management Topic



Harold R. Jones
Principal, San Francisco
Executive Committee Member
Moderator
Internal Investigations:
Conducting Them & Keeping Them Privileged (Or Not)



Kensley A. Davis
Associate, Los Angeles
Executive Committee Member
Moderator
The Rapid Rise of ChatGPT and its Implications on the Law



Ramón Gray II
Associate, Raleigh
Moderator
Class Actions 101



Ryan C. Chapoteau
Principal, New York City
Speaker
Class Actions 101



Katessa M. Charles
Principal, Los Angeles
Speaker
Anatomy of an Employment Case Part II Trial Strategies



Charles H. Wilson
Office Managing Principal, Houston
Speaker
Anatomy of an Employment Case Part II Trial Strategies



Michael D. Thomas
Principal, Orange County
Executive Committee Member
Speaker
Advancing Workplace Diversity In the Wake of the SFFA Supreme Court Decision



Brandon U. Campbell
Associate, Miami
Speaker
Best Practices and Strategies for Arbitrations



Brittney E. Willis
Associate, Los Angeles
Executive Committee Member



Patrice C. Dixon
Associate, Boston



Shevonne Greene
Associate, New York City



Stephen E. Hart
Of Counsel, Houston



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Associate, Long Island



Michael Brian Taylor
Of Counsel, New Orleans



Symone Trout
Law Graduate, Hartford



Chai Williams
Associate, New York City



Kimya S.P. Johnson
Chief Diversity, Equity & Inclusion Officer
and Principal

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Focused on labor and employment law since 1958, our 950+ attorneys located in major cities nationwide identify and respond to new ways workplace law intersects business.

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NBALES2024

Annual Labor & Employment
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Letter from the Chair NBA Labor and Employment Section

Dear Colleagues and Friends,

It is with great honor and excitement that I welcome you to the National Bar Association Labor and Employment Section's Annual Conference in Washington, D.C. As we gather in the nation's capital, we also mark a historic milestone—the 100th anniversary of the National Bar Association. This momentous occasion is not only a time for celebration, but also reflection on the incredible legacy of advocacy, resilience, and excellence that has brought us here today.

I want to extend my deepest gratitude to our generous sponsors, whose contributions have been vital in making this conference possible. Your support allows us to continue advancing our mission of justice and equality, and for that, we are sincerely grateful. I also wish to acknowledge the hard work and dedication of the Labor and Employment Section's Executive Committee. Your tireless efforts behind the scenes have ensured that this year's conference will be one to remember.

As we gather to learn, network, and reflect on our shared history, I invite each of you to fully immerse yourselves in the wealth of opportunities available during this conference. Our CLE sessions have been carefully designed to provide valuable insights into the ever-evolving legal landscape, and I encourage you to take full advantage of the knowledge shared by our distinguished panelists and presenters.

I also hope you will join us for the Thursday evening Welcome Reception, where we will kick off this memorable event with fellowship, food, and celebration. This reception offers the perfect opportunity to connect with peers, exchange ideas, and forge new professional relationships in a relaxed and inviting atmosphere.

It is truly an honor to serve as your Chair during this historic time. I am grateful to be a part of this extraordinary organization, which for a century has championed the cause of justice for our community. As we look to the future, let us continue to honor the legacy of those who came before us by committing ourselves to the work that still lies ahead.

Welcome to Washington, D.C. I look forward to seeing you throughout the conference, and I hope you enjoy all that this special event has to offer.

Warm regards,

Kevin Reese

Chair, National Bar Association Labor and Employment Section

Conference Agenda

Thursday, October 17th

8:30 AM - 2:30 PM **Registration**

9:45 AM - 10:45 AM **Navigating the Workplace in an Anti-Woke World: Emerging Trends and Strategies**

Workplaces are experiencing shifts in employee attitudes and engagement, presenting unique challenges for employers. This session will explore the evolving landscape of workplaces within an anti-woke world. Attendees will gain valuable insights into emerging trends and innovative strategies for conducting effectively managing their workforce and working environments, legally setting limits on types of speech and actions permitted in the workplace, while encouraging inclusivity and belonging for everyone.

PANELISTS

- Joanne Saint Louis, Director, Diversity Outreach, JAMS (Moderator)
- Natalie Norfus, Founder, The Norfus Firm
- Marquette J. Bryan, Partner, Nelson Mullins Riley & Scarborough LLP
- Tyla A. Swinton, Associate, Jackson Lewis P.C.
- Christopher Reilly - Associate, Ogletree, Deakins, Nash, Smoak & Stewart, P.C

11:00 AM - 12:00 PM **OSHA Enforcement Trends for 2024 and Beyond**

With OSHA inspections rising by 50% over the last two fiscal years, an influx of hundreds of newly hired compliance officers, and aggressive enforcement directives permitting for citations to include hundreds of thousands of dollars in penalties, it has never been more important for employers to proactively identify the latest OSHA enforcement trends and implement effective strategies to navigate the changing landscape. During this program, panelists will explore the latest updates related to OSHA and provide practical information to help minimize the risk of exposure and enhance workplace safety and health

PANELISTS

- Courtney M. Malveaux, Partner, McGuire Woods
- Dena J. Griffin, Associate, Jackson Lewis P.C.
- Michael Brian Taylor, Of Counsel, Jackson Lewis P.C.
- Jaslyn W. Johnson, Associate, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

12:00 PM - 1:15 PM **Lunch Break**

Conference Agenda

1:30 PM - 2:30 PM **To Compete Or Not to Compete**

This panel will take a detailed look at the FTC's ban on non-competition agreements and their legality. What does the new rule mean for your employment-related contracts? Come to this discussion to find out.

PANELISTS

- Michael Victorian, Associate, Phelps Dunbar, LLP (Moderator)
- Leonard V. Jones, Associate, Buchanan Ingersoll & Rooney
- Victor Wright, Vice President, Global Labor & Employment, Baker Hughes Company
- Tamika Newson, Arbitrator & Mediator, Miles Mediation & Arbitration, LLC
- Tamika Hardy, Partner, Rivkin Radler LLP

2:40 PM - 3:40 PM **EEOC Priorities and Trends**

The panelists will discuss EEOC hot topics, including settlements and enforcement actions over the past year as well as what is on the horizon for 2024.

PANELISTS

- Brittney Willis, Associate, Jackson Lewis P.C. (Moderator)
- Kimberlee J. Gee, Owner, & Founding Member, Kimberlee Gee, LLC
- Posi Oshinowo, Of Counsel, Wiley Rein LLP
- Gray Mateo-Harris, Partner, Fox Rothschild LLP
- Henry Ford, Jr., Asst. General Counsel, Aramark

3:50 PM - 4:50 PM **Managing Workplace Investigations**

Workplace investigations can be time-consuming and highly stressful for employers. Learn from experienced outside and internal investigators on the do's and don'ts of running an effective, thorough and complete investigation. The panelists will discuss how (and whether) to keep certain information privileged, record-keeping during the investigation, whether to provide written work product to the client, and the general management of internal investigations.

PANELISTS

- Jamala McFadden, Managing Partner, The Employment Law Solution (Moderator)
- Shawn McGruder, Sr. Assoc. General Counsel, Johns Hopkins University
- Paul Garrison, Mediator & Arbitrator, JAMS
- Janea Hawkins, Asst. General Counsel, Employment Law, Freddie Mac
- Maurice Robinson, Asst. Director of Workforce Diversity & EEO Compliance, The Port Authority of New York and New Jersey

5:30 PM - 7:30 PM **Thursday Night Reception Sponsored by NBA**

Conference Agenda

Friday, October 18th

8:30 AM - 2:30 PM **Registration**

9:00 AM - 10:00 AM **Get Over It: Understanding The Impact of Emotional Distress Damages in Employment Trials and Resolution**

As employment verdicts skyrocket across the country one of the biggest questions is, what is driving these awards? This presentation will examine the significance of non-economic damages in employment verdicts, specifically, emotional distress awards. During this panel presentation, we will discuss the importance of understanding emotional distress damages, including the inherent subjectivity of these awards and the potential for inflated or disproportionate awards. We will apply this understanding to several recent high-profile verdicts where emotional distress played a key role in the damages awarded. Through this panel presentation, we will also address strategies for examining and valuing these claims and we will discuss future trends and considerations.

PANELISTS

- Angela Reddock Wright, Mediator & Arbitrator, Signature Resolution (Moderator)
- Warren Jackson, Arbitrator & Mediator, Signature Resolution
- Theodora Lee, Partner, Littler Mendelson P.C.
- Michael Lewis, Mediator & Arbitrator, JAMS
- Jason Castle, Founder, The Castle Firm, LLC

10:10 AM - 11:10 AM **In-House Counsel Roundtable**

Hear from in-house counsel on their path to going in-house. Tips for effectively working with outside counsel, and increasing diversity in the election of their outside counsel

PANELISTS

- April Madison-Ramsey, Senior University Counsel, Stanford University (Moderator)
- Wiley S. Adams, 82nd NBA President, Chief Legal Officer, PGIM Inc. (Ret.)
- Sidney Minter, Senior Counsel, Advance Auto Parts
- Nate Saint Victor, General Counsel and Chief Compliance Officer, Engine No. 1
- Lauren Jones, Assoc. General Counsel, Con Edison

11:20 AM - 12:20 PM **Immigration Law for the EEO Practitioner**

There are numerous areas of immigration law that impact workers and employers and can overlap with EEO law. Panelists will discuss potential immigration law pitfalls of interest to the EEO practitioner and how to implement processes from both a business and legal perspective to avoid them. This will include considerations for reductions-in-force that will potentially affect visa holders, immigration concerns for temporary cross-country assignments, potential hiring and compensation discrimination allegations arising from the employment of H-1B visa-holders and avoiding immigration related discrimination when complying with U.S. export control laws.

PANELISTS

- Sonica Dixon, Associate, Taylor Law Group, LLC (Moderator)
- Brenda J. Oliver, Principal, Jackson Lewis P.C.
- Leon Rodriguez, Partner, Immigration & Compliance Team, Seyfarth Shaw, LLP
- Simone Williams-Arrington, Esq., Williams Global Law, PLLC

Conference Agenda

12:25 PM - 1:25 PM **Lunch Break**

1:30 PM - 2:30 PM **Accommodating Pregnant and Lactating Employees**

A look at the Pregnant Workers Fairness Act and lactation accommodations and what it means for your workplace. The discussion will include what employers can expect in terms of new litigation stemming from the newly enacted law.

PANELISTS

- Jessica Thomas, Associate, Ogletree, Deakins, Nash, Smoak (Moderator)
- Sharde Skahan, Partner, Seyfarth Shaw LLP
- Sabine Jean, Associate, Outten & Golden LLP
- Alana Glover, Associate, Jackson Lewis P.C.
- Hon. Denise Langford Morris (Ret.), Arbitrator & Mediator, JAMS

2:45 PM - 3:45 PM **Wage and Hour 101**

The panel will include a discussion of class and collective actions. What employers need to know, and how to avoid this type of litigation.

PANELISTS

- Nicole L. Bynes, Director of ADR Operations, American Arbitration Association (Moderator)
- Charles H. Wilson, Managing Principal, Jackson Lewis P.C.
- Erin Johnson, Associate, Fox Rothschild LLP
- Josh Meyers, Senior Associate, Nelson Mullins Riley & Scarborough LLP

4:00 PM - 5:00 PM **View from the Plaintiff's Bar**

Hear from a panel of plaintiff's attorneys on areas that are ripe for employment litigation. Get a sneak peak into ways in which employers and defense counsel can effectively work with plaintiff's lawyers during litigation. Are the days of contentious adversarial battles starting to dwindle?

PANELISTS

- Sabine Jean, Associate, Outten & Golden LLP (Moderator)
- Tiega-Noel Varlack, Owner/Manager, Varlack Legal Services
- Jarron McAllister, Associate, Outten & Golden LLP
- Alexandria Jean-Pierre, Phillips & Associates, PLLC

6:00 PM - 6:30 PM **Welcome Reception**

6:30 PM - 7:30 PM **Wine Tasting**

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Pre-Registration Required

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Conference Agenda

Saturday, October 19th

**8:30 AM - 9:30 AM Empowering Wealth: Practical Strategies for Attorneys
(Joint Session with Wiley Branton)**

This event will provide labor and employment attorneys, and other legal professionals with practical strategies for financial growth and management. Moderated by Terrence Quinn, Esq., the panel will feature experts in various fields, including CPAs, financial advisors, and attorney practitioners in estate planning, charitable gift planning, and real property. Attendees will gain valuable insights and actionable tips to enhance their financial well-being and professional practices.

PANELISTS

- Terrence Quinn, Esq., Chair National Bar Association, Real Property, Trusts and Estates Section (Moderator)
- Financial Advisor: Clay Goldsborough
- CPA: T. Jayden Doye
- Estate Planning Attorney: Elizabeth Winfield, Esq.
- Charitable Estate Planning Attorney: Aquanetta Betts, Esq.
- Real Estate Attorney: Elizabeth Rodgers, Esq.
- Life Insurance Professional

9:45 AM - 10:45 AM AI in Employment, Update 2024

Get an update on the regulatory and legal landscape of AI use in employment.

PANELISTS

- Angelina Evans, Partner, Seyfarth Shaw LLP (Moderator)
- Rachel See, Senior Counsel, Seyfarth Shaw LLP
- Harold Jones, Partner, Jackson Lewis P.C.
- Tony Torain, Shareholder, Polsinelli

11:00 AM - 12:00 PM Mediation and Settlement Considerations: A Sneak Peek into your Adversary's Case

Have you ever wondered what happens in the other room (physical or virtual) during a mediation? In this demonstrative presentation, panelists will offer a behind-the-scenes look at what happens from the perspectives of the plaintiffs, employers, in-house counsel, and neutrals and offer practical tips for effective advocacy. Subjects will include, the importance of mediator selection, pre-mediation preparation, managing a party's emotions and expectations, leveraging embarrassing or difficult facts, preparing opening demands and responses, the pros and cons of different formats and negotiating techniques, and what to do if the mediator is ineffective.

PANELISTS

- Dean Burrell, Arbitrator & Mediator, Burrell Dispute Resolution (Moderator)
- Eddie Clopton, Assoc. General Counsel, Verizon
- Carl Turpin, Mediator & Arbitrator
- Kim Keenan, Mediator & Arbitrator, JAMS
- Mark Pearce, Chairman of the Board, National Labor Relations Board

12:00 PM - 5:00 PM Free Time Activity

6:30 PM - 8:30 PM NBA-LES Farewell Dinner

10:00 PM After Hours Event – Rosebar Lounge

1215 Connecticut Ave NW, Washington, DC 20036

Executive Committee

NBA Labor and Employment Section



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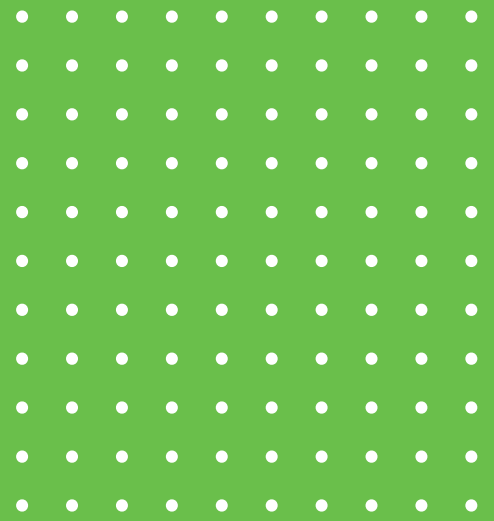
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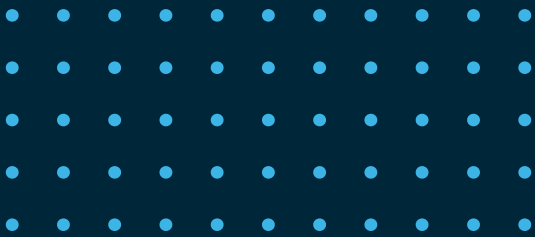
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Miles' neutral Tamika Newson will present on the following panel:



To Compete Or Not to Compete:

This panel will take a detailed look at the FTC's ban on non-competition agreements and their legality. What does the new rule mean for your employment-related contracts? Come to this discussion to find out.

October 17th | 1:30 p.m. – 2:30 p.m.



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From our panel of neutrals: Angela J. Reddock-Wright



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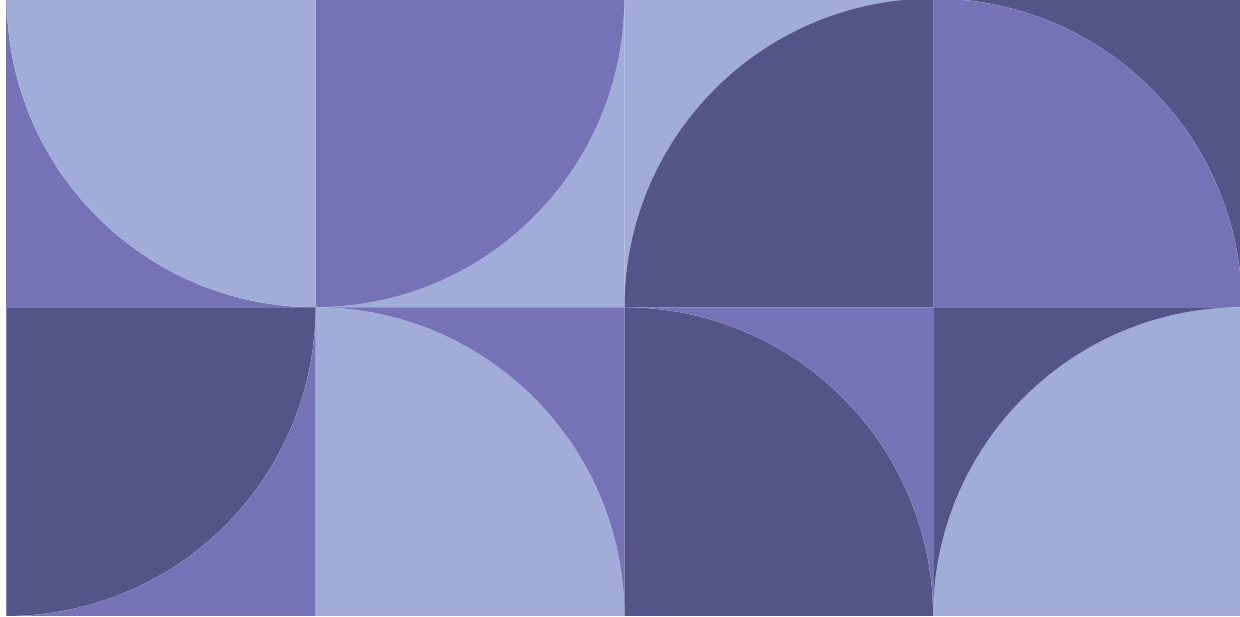
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