



AN ANNUAL LAW EMPLOYMENT UPDATE

HHR BOOT CAMP

Wednesday, June 15, 2022

8:00 A.M. - 12:00 P.M. | The Legacy Club at Woodcrest
300 E Evesham Road, Cherry Hill, NJ 08003

POST-PANDEMIC LEGAL UPDATE



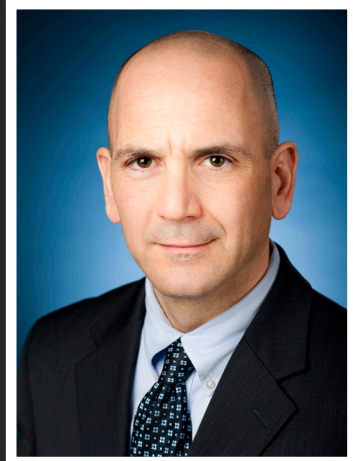
PRESENTED BY

Peter L. Frattarelli, Esq.

Partner and Chair, Labor & Employment Practice Group,
Archer & Greiner P.C.

The last two-plus years have felt like a fog, but employment laws have continued to expand. This presentation will give an overview of all the legal changes you might have missed during COVID.

EMPLOYEE SEPARATIONS, SEVERANCE AND LAYOFFS



PRESENTED BY

David A. Rapuano, Esq.

Partner, Archer & Greiner P.C.

Although the job market is strong, employers always face the need to terminate employees, whether for cause or for business reasons. This presentation will provide the basics for any employee separation agreement, including the latest requirements restricting confidentiality and requiring severance in a mass layoff.

EMPLOYEES VS. INDEPENDENT CONTRACTORS



PRESENTED BY

Scott A. Sears, Esq.

Associate, Archer & Greiner P.C.

Federal and state agencies continue to aggressively pursue employees who improperly classify their employees as independent contractors. This presentation will provide an overview of the various rules to avoid misclassification, but also summarize the enhanced penalties and risks under New Jersey's newly-enacted Wage Theft Act.

GENDER IDENTITY/LGBTQ PROTECTIONS



PRESENTED BY

Meghan N. O'Brien, Esq.

Associate, Archer & Greiner P.C.

The decade-long trend towards protection of persons based upon sexual orientation and LGBTQ status has continued, despite a growing belief of a more conservative trend in some courts. This presentation will summarize the current state of the law to protect persons in these categories, but also provide guidance on how to address these issues or conflicts in the workplace.

AVOIDING LEGAL MINEFIELDS WHEN DRAFTING AND IMPLEMENTING DEI



PRESENTED BY

Douglas Diaz, Esq.

Partner, Archer & Greiner P.C.

With the increase in DEI programs over the last several years, employers must be mindful of not unknowingly violating various employment laws or unwittingly inviting lawsuits by the release of DEI data. This presentation will focus on how best to draft and implement DEI programs, minimize potential claims of quotas, and conduct DEI assessments while advancing the goals of a diverse workplace.

In-person attendees will be eligible to receive the following credits for this session:

- 3.5 SHRM Professional Development Credits
- 2.5 PA CLE Credits (Pending)
- 3.2 NJ CLE Credits (Pending)

\$35 for Early Registration **\$45** for Late Registration (after June 8)

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