



2023 Philadelphia Regional Employer Conference

Friday, October 27 | Philadelphia, PA

9:00 a.m. – 9:45 a.m.

Registration and Breakfast

9:45 a.m. – 11:00 a.m.

Reaching the Unreachable Employee – How to Connect with the New Generation of Workers

Employers are finding it increasingly difficult to manage the new generation of workers. These workers are highly tech savvy, seek purpose in social causes, want complete schedule flexibility and are happy to join a union. The ability of employers to connect with this generation of workers through traditional means has proven exceedingly difficult. This session will include a discussion with companies that have developed and implemented a fully flexible work schedule system for all employees and where a substantial portion of employees consist of the younger demographic. We will discuss the significant workplace relations challenges, including union organizing, presented by this demographic, as well as tools we have found helpful with these workforces.

Speakers:

Paul Lantis, Shareholder - Philadelphia

Jessica Lantis, VP People Operations at Guru Technologies, Inc.

Kristy Traylor, Vice President, People and Culture at University City Science Center

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:15 p.m.

Somebody's Watching Me!

Data is the new oil. We live in a digital world, and we are constantly creating data and leaving traceable online footprints. We begrudgingly accept that our social media apps, smart devices, and search engines are monitoring our activity to ensure that we receive targeted advertising for that thing our colleague was just messaging us about. It's no surprise that employers are making use of similar technology in the workplace. This is particularly prevalent given the increase of remote and hybrid work in the aftermath of the pandemic. Join us as we discuss the benefits and risks of the proliferation of employee monitoring and surveillance.

Speakers:

Amy Kabaria, Of Counsel - Chicago

Deborah Margolis, Senior Associate - London

Zachary Davis, General Counsel at Yoh Services

12:15 p.m. – 1:30 p.m.

Lunch | Coming Soon to an Organized Workplace Near You...

Join us for a lively discussion about recent trends and themes in union organizing and collective bargaining in which Littler's Traditional Labor Law attorneys share their stories and firsthand observations from the frontlines. Both non-union and unionized employers are reckoning with the divergent forces driving the current labor movement, including political and social justice issues, COVID health and safety concerns, and downturns in the economy. Through discussion of how these forces are manifesting in current labor relations, this session will provide insights and perspectives attendees may use to navigate the rapidly evolving organized labor landscape and prepare for what's on the horizon.

Speakers:

Kristine Grady Derewicz, Shareholder - Philadelphia

Paul Sopher, Shareholder - Philadelphia

1:30 p.m. – 1:45 p.m.

Break

1:45 p.m. – 2:45 p.m.

AI in the Workplace

Artificial intelligence ("AI") is undeniably transforming the workplace as employers increasingly rely on algorithms to determine who gets interviewed, hired, promoted, developed, disciplined, or fired. AI-powered programs such as ChatGPT have made headlines by writing essays on complex topics and even passing medical and law school exams. This presentation will explore the widespread benefits and legal risks of using AI in the workplace, the emerging regulatory landscape for workplace AI, and steps that employers can take to reduce their risks when using these tools.

Speaker:

Bradford Kelley, Shareholder - Washington, D.C.

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

Inclusion, Equity & Diversity: Best Practices for Success and Mitigating Risk in Uncertain Times

In this session, we will discuss best practices and the increasingly difficult questions surrounding developing and implementing best-in-class IE&D programs. Our panelists will offer their insight and experience in creating, implementing, and managing legally compliant IE&D programs. We will share recommendations regarding program content and perspectives on legal and compliance issues regarding IE&D, including trends in IE&D focused litigation and guardrails that should be evaluated in every IE&D initiative.

Speakers:

Nina Markey, Shareholder - Philadelphia

Suja Mathew, Director of Inclusion, Diversity and Equity Talent & Organizational Effectiveness at Virtua Health

Holly Rich, Senior Counsel - Human Resources at UGI Corporation

4:00 p.m.

Cocktail Reception