



2023 Rocky Mountain Regional Employer Conference

Friday, October 27 | Denver, CO

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Re-Work: Retain, Relate, and Reach the Unreachable Employee in 2023

Employers are finding it increasingly difficult to manage the new generation of workers. These workers are highly tech savvy, seek purpose in social causes, and want complete schedule flexibility. The ability of employers to connect with this generation of workers through traditional means has proven exceedingly difficult. This interactive discussion by Littler attorneys and in-house counsel will address what has worked and what has not, and what incentivizes employees to stay and succeed.

Speakers:

- Stephen Baumann, Shareholder - Denver
- Michelle Gomez, Sr. Director - Engagement & Development – Denver
- Hannah Fitzgerald, Associate - Denver
- Danyel Thomson Manley, Senior Legal Counsel, Employment at Guild
- Adriana Sosa, General Counsel at FullStack Labs

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

Breakout 2A | Navigating Colorado’s Evolving Leave Landscape (FAMLI, HFWA, PTO, and More)

How does Colorado’s new paid family and medical leave program (FAMLI) interact with other paid leaves, like short term disability or parental leave? What are the upsides and downsides of opting for a private FAMLI plan instead of the state program? Is it true that Colorado employees can take sick leave in connection with inclement weather? If your company’s PTO policy offers more than 48 hours of paid leave, that means you’re compliant with your sick leave obligations under the HFWA...right? And what are the penalties associated with getting any of these questions wrong?

For answers to all these questions and more, please join Littler attorneys for a spirited and practical discussion on Colorado’s leave landscape.

Speakers:

- David Gartenberg, Shareholder - Denver
- Matt Freemann, Associate - Denver
- Carolyn Theis, Associate - Denver

Breakout 2B | Back to Basics: Conducting Lawful Investigations

Effective internal investigations are one of the most critical components in the area of employment law liability prevention. Employee lawsuits are increasingly focusing on the adequacy of an organization's investigation, with verdicts turning on whether the investigation was properly conducted and if the investigator was sufficiently trained. Internally, effective investigation practices have become a large part of an employer's ability to promote and maintain a "speak-up" culture, wherein employees learn to associate their organization's responsiveness to complaints with important principles of fairness and respect. In recent years, this session has covered specific techniques, special considerations and potential risks for conducting investigations during and immediately after the pandemic. This session will take us back to basics to address fundamental skills and strategies for conducting effective investigations.

Speakers:

Jessica Marinelli, Shareholder - Denver

Kelsey VanOverloop, Associate - Denver

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

Breakout 3A | The Latest Privacy Law Developments and Building a Privacy Program to Comply

With the expansion of data collection and the parallel proliferation of privacy laws, employers must contend with an increasing number of overlapping privacy regimes. This panel will discuss creating and maintaining comprehensive privacy programs supported by, but independent of, the legal department to comply with Colorado privacy laws, the California Privacy Rights Act, and other data protection laws. Speakers will provide attendees with a ready-to-use framework for developing and strengthening privacy programs at their organizations. In addition, the panel will cover the latest privacy developments critical to employers in this fast-changing area.

Speakers:

Zoe Argento, Shareholder - Denver

Philip Gordon, Shareholder - Denver

Levy Leatherman, Special Counsel - Denver

Breakout 3B | Show and Tell: Pay Transparency and Disclosure Requirements Go Primetime

Pay transparency laws are building momentum across the country, and California, Colorado, New York, and Washington have some of the most stringent and detailed requirements for job postings and pay disclosures for applicants and employees, with Hawaii and Illinois coming down the pike. Colorado's pay transparency laws, first rolled out in 2021, will see major revisions at the beginning of 2024. Whether your company is based in only one state or many, with an increasingly remote workforce, pay transparency laws likely apply to you. We will provide practical advice for Colorado and multi-state compliant job postings, including pay bands, commissions, benefits information, and direction for providing Colorado employees with information on career progression.

Speakers:

Jennifer Harpole, Shareholder - Denver

Grace McGuire, Special Counsel - Denver

Luke Gilewski, Associate - Denver

12:30 p.m. – 1:30 p.m.

Lunch

1:30 p.m. – 2:30 p.m.

Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues

From “Me Too” and #BLM to Anti-Woke legislation, the Inclusion, Equity & Diversity space is continually in flux. In this session, Littler’s subject matter experts will share their top five insights on developments raising continuous challenges for the employer community, including evolving issues relating to pay equity and pay transparency, Artificial Intelligence, data analytics, ESG reporting, affirmative action, and IE&D focused litigation as well as ongoing initiatives and related systemic investigations by the EEOC.

Speakers:

Margaret Parnell Hogan, Shareholder - Denver

Laurie Rust, Shareholder - Denver

Ginny Woodfork, Associate - Denver

Surbhi Garg, Global Employment Counsel at Faire

Faisal Khan, Vice President and Associate General Counsel at Modivcare

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:45 p.m.

2023 Employment Law Update

A perennial favorite at the firm’s Executive Employer Conference, now brought to the Rocky Mountain Regional Employer, is a fast-paced session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled a terrific panel of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

Thomas Carroll, Shareholder - Denver

David Gartenberg, Shareholder - Denver

Joshua Kirkpatrick, Shareholder - Denver

Bradley Crowell, Associate - Denver

Nicholas Hankins, Associate - Denver

Maria Malaver-Reyes, Associate - Denver

Danielle Van Katwyk, Associate - Denver

3:45 p.m.

Cocktail Reception