UP-TO-THE-MINUTE COVID-19 EMPLOYMENT LAW INFORMATION AND GUIDANCE

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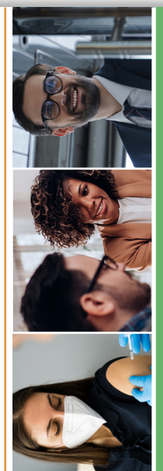
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DATED MATERIAL – PLEASE EXPEDITE!

RECYCLABLE

COVID-19 EMPLOYMENT LAW UPDATE *Safely Returning to Work*



Wednesday, December 1, 2021
LIVE ONLINE –
NO IN-PERSON ATTENDANCE

MINNESOTA CONTINUING
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December 1, 2021

In-Person Passholders – You may use your Pass to register for the online seminar at no charge.

COVID-19 EMPLOYMENT LAW UPDATE

Safely Returning to Work

Up-to-the-Minute Guidance to Inform Critical Decision-Making

- Managing **Workplace Safety in 2022**
- Implementing a **Covid-19 Vaccine Mandate**
- **Hiring and Retention** Considerations
- Managing **Accommodations**
- **Workers' Compensation** in the Age of Covid-19
- And Much More!



REGISTER TODAY AT WWW.MINNCLE.ORG

SCHEDULE







8:30 – 9:00 a.m. JOIN ONLINE

9:00 – 10:00 a.m.

Managing Workplace Safety in 2022 – Considerations for In-office, Remote and Hybrid Work

Reviewing and revising the safety protocols and policies put in place last year and deciding what goes and what stays is vital for the safety of the workforce returning to the workplace and those who may continue to work remotely. This session examines indoor masking, ventilation, large meetings, travel, testing and more and offers best practices and proactive steps for promoting workplace safety.

– Susan E. Ellingstad & Jessica L. Roe

10:00 – 10:05 a.m. BREAK

10:05 – 11:05 a.m.

Practices to Include and Pitfalls to Avoid in Implementing a Covid-19 Vaccine Mandate

This session discusses what to do, and not do, when implementing a plan for mandatory Covid-19 vaccination. The discussion includes the latest developments in mandating employees get a Covid-19 vaccine, including the impact of President Biden's federal vaccine mandate plan and the prospective implications of OSHA's Emergency Temporary Standard (ETS) for Covid-19.

– Susan E. Ellingstad

11:05 – 11:15 a.m. BREAK

11:15 a.m. – 12:15 p.m.

Successfully Managing Accommodations During Covid-19

Join this practical discussion of disability accommodation requests, including assessing and managing medical and religious exceptions to vaccine and mask mandates; current EEOC guidance; and what employers should consider when deciding whether to grant an exemption or challenge it. The session includes a discussion of how pandemic-related accommodations for employees, both with and without disabilities, may impact disability accommodations post-Covid-19.

– Penelope J. Phillips

12:15 – 12:45 p.m. LUNCH BREAK

12:45 – 1:45 p.m.

What You Need to Know About Workers' Compensation in the Age of Covid-19

Covid-19 has brought new challenges to the workplace and raised issues related to defining and covering workplace injuries. This session will discuss:

- What happens if someone believes they have contracted Covid-19 while on the job?
- Are severe reactions to a Covid-19 vaccine covered if an employer mandates vaccination?
- Can a claim be made for remote work injuries?
- Does workers' compensation cover unknown future health conditions related to Covid-19?
- And more!

– Karen M. Charlson

1:45 – 1:55 p.m. BREAK

1:55 – 2:25 p.m.

Vaccine Mandate Challenges and More – The 2022 Covid-19 Litigation Update

What claims are plaintiffs' attorneys bringing in the age of Covid-19? How do you avoid, mitigate or defend against these claims? An experienced plaintiffs' attorney provides the latest information about challenges to vaccine mandates and other Covid-19 related litigation in this focused session.

– Christopher D. Jozwiak

2:25 – 2:30 p.m. BREAK

2:30 – 3:00 p.m.

5 Ways Covid-19 Has Impacted Collective Bargaining – The 2022 Labor Law Update

Covid-19 has significantly impacted collective bargaining for more than a year. Those effects can be felt in both union and non-union workplaces. This session identifies the top developments and discusses what union and non-union employers and attorneys need to know.

– Nicolas R. Kaylor

3:00 – 3:05 p.m. BREAK

3:05 – 3:35 p.m.

COVID-19, FMLA, ADA and More – The 2022 Leave Law Update

This session will provide a brief overview of the Covid-19 pandemic's impact on federal, state, and local leave laws. This session will address the FFCRA, FMLA, MPLA, ADA, and the Minneapolis, St. Paul, and Duluth sick leave ordinances.

– Grant T. Collins

3:35 – 3:45 p.m. BREAK

3:45 – 4:45 p.m.

Legal and Practical Considerations for Hiring and Retention During Covid-19

Learn about new and creative approaches for recruiting and retaining talent and the employment law compliance issues that must be evaluated in implementing these plans:

TREND	COMPLIANCE ISSUES
Recruiting everywhere	Right to recall laws, multi-state compliance-hiring, notices, pay transparency laws
Bonuses and incentive pay	Pay equity, regular rate of pay, payroll change notices, earning conditions, "must be present to win" challenges
Vetting with AI and data analytics	Implicit bias, privacy
Remote work	Timekeeping, LOA, expense reimbursement, multi-state compliance
Cutting-edge benefits	ERISA

– Claire B. Deason & Marko J. Mrkonich

WATCH AGAIN!

Attendees of the live presentation will be able to view all sessions *again* for one year under their website account.

COURSE INFORMATION

ONLINE PROGRAM

Wednesday, December 1, 2021
View online at www.minncle.org
Registration for online program must be made online at www.minncle.org

COURSE MATERIALS

All course materials will be provided electronically.

CREDITS

Minnesota CLE is applying to the Minnesota State Board of CLE for **6.5 CLE credits.** The maximum number of total credits attendees may claim is 6.5 credits. Minnesota CLE also is applying to the Minnesota State Bar Association for **6.5 labor and employment law specialist credits.**

SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those with a financial need. Contact Grant at gdavies@minncle.org or 651-254-2111 for further details or to obtain an application.

ACCOMMODATION

If you have a disability and need an accommodation in order to attend this seminar, please contact Minnesota CLE as soon as possible at 800-759-8840 or customerservice@minncle.org.

CANCELLATION POLICY / NO-SHOW POLICY

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QUESTIONS?

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COVID-19 EMPLOYMENT LAW UPDATE

Safely Returning to Work

WEDNESDAY, DECEMBER 1, 2021
ATTEND ONLINE

ONLINE SEMINAR:
WEDNESDAY, DECEMBER 1, 2021

Registration must be made online at www.minncle.org

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$225 paralegal

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