



ALFA International
THE GLOBAL LEGAL NETWORK

LABOR & EMPLOYMENT PRACTICE GROUP REGIONAL SEMINAR



Cleveland, OH | October 13, 2022

SEMINAR PROGRAM SCHEDULE

Thursday, October 13, 2022

Program at Hyatt Regency Cleveland

420 Superior Avenue | Cleveland, OH | Burlington Meeting Room

1:45 P.M. – 2:00 P.M.

REGISTRATION

2:00 P.M. – 2:10 P.M.

WELCOME & INTRODUCTION

2:10 P.M. – 2:50 P.M.

OSHA HOT TOPICS

Speaker:

Christina Niro, FRANTZ WARD LLP, Cleveland, OH

Presentation will include discussion regarding the following hot topics in workplace safety: managing safety risks and hazards involving the use of scooters in the workplace; considerations regarding body/gender-specific Personal Protective Equipment; OSHA's ongoing efforts to address regarding workplace violence and employee mental health; and a post-summer update regarding OSHA's National Emphasis Program on Heat Hazards.

2:50 P.M. – 3:30 P.M.

HIRED BY R2-D2: EMPLOYER'S USE OF ARTIFICIAL INTELLIGENCE IN THE HIRING PROCESS

Speakers:

Brian Quisenberry, CLEMENT RIVERS, LLP, Charleston, NC

Chris Green, CRABBE, BROWN & JAMES LLP, Columbus, OH

As Employers use Artificial Intelligence ("AI") to hire, monitor, and evaluate employees state and federal regulators are taking notice. The EEOC recently issued guidance to employers regarding the potential impacts of AI on compliance with the ADA, and state legislatures around the country are considering potential employee protections. This panel will discuss the potential legal pitfalls for employers using AI in the hiring and employee evaluation process and cover best practices for employers going forward.

3:30 P.M. – 3:50 P.M.

BREAK

SEMINAR PROGRAM SCHEDULE

3:50 P.M. – 4:30 P.M.

REMOTE CONTROL: NAVIGATING IMPLICATIONS AND EXPECTATIONS FOR COMPANIES AS EMPLOYEES FAST FORWARD TO REMOTE AND HYBRID WORKING

Speaker:

David Russo, *Moderator*, ROBINSON MCELWEE, PLLC, Charleston, WV

The discussion will address a variety of issues for employers regarding the remote and hybrid working phenomenon, including legal, productivity, and privacy concerns.

4:30 P.M. – 5:00 P.M.

OH, AND REMEMBER, NEXT FRIDAY IS HAWAIIAN SHIRT DAY! – HOW TO DEAL WITH EMPLOYEES IN TODAY'S WORLD WITHOUT BEING A BILL LUMBERGH

Speaker:

Tim Peebles, *Moderator*, DANIEL COKER, Oxford, MS

This roundtable session will address the variety of issues facing employers in the post-pandemic/possibly-still-in-a-pandemic era. These issues include the enhanced emphasis on employee mental health and well-being, other related health and safety issues, and the drastic shift by employees from a compensation-centric focus to greater emphasis on location, culture and benefits.

S O C I A L E V E N T



**DINNER AT THE
ROCK & ROLL HALL OF FAME**

1100 Rock & Roll Boulevard, Cleveland, OH 44114

5:30 P.M. - 7:15 P.M. Networking Reception & Explore the Museum

7:15 P.M. - 9:00 P.M. Buffet Dinner



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SPEAKERS



CHRIS GREEN is an attorney with ALFA International member firm Crabbe, Brown & James LLP in Columbus, Ohio. He provides a unique and thoughtful perspective on all facets of a case. His practice focuses on all aspects of litigation—for both plaintiff and defense. In 2016, Chris worked as a law clerk at Crabbe, Brown & James, thus his familiarity with the brand is well-established. Prior to joining the firm full-time, he worked at a boutique litigation firm focusing on labor and employment matters. While in law school, Chris was a managing editor of the Ohio State Law Journal and trained at the local level in the public sector, federal level under a United States District Court Judge and in the private sector.



CHRISTINA NIRO is an attorney with ALFA International member firm Frantz Ward LLP in Cleveland, Ohio. She advises and represents employers in a broad range of employment law matters, from discrimination, retaliation, wrongful discharge, and harassment, to cases involving contract disputes, restrictive covenants, trade secret theft and misappropriation, and unfair competition. She has litigated and tried cases in state and federal courts and frequently represents employers in various state and federal administrative agencies, including the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and the Department of Labor. Christina also provides employers of all sizes with day-to-day preventive counseling on topics such as FMLA and ADA compliance, compliance with state and federal cannabis laws, employee discipline, litigation prevention strategies, and employee handbook and policy development. Christina is OSHA 30 certified and regularly advises employers regarding Occupational Safety and Health Act compliance, including representing employers during on-site OSHA inspections and informal settlement conferences, negotiating and resolving OSHA citations/penalties, and defending employers at administrative hearings with the OSHA Review Commission and related litigation. She also assists clients with the preparation and implementation of written safety programs. In addition to safety audits and investigations, Christina also conducts workplace harassment and discrimination investigations and on-site training on a variety of employment law topics to help employers understand, prevent and correct discrimination in the workplace.

SPEAKERS



TIM PEEPLES is a director of Daniel Coker, the ALFA International member firm in Oxford, Mississippi. Tim serves as the chair of the firm's Information Technology practice group and litigates on behalf of public and private employers in all areas of employment law, including discrimination and civil rights issues, wage and hour, employment contracts, covenants not to compete and wrongful discharge. He also regularly advises employers on employment matters ranging from employee handbook provisions, hiring and firing decisions and other employment-related policies and procedures. Tim is a frequent presenter on Title VII, ADEA, FMLA and FLSA issues.



BRIAN QUISENBERRY is a partner at the ALFA International member firm Clement Rivers, LLP in Charleston, South Carolina. Brian's practice focuses on employment and labor law. Brian represents both public and private employers in state and federal courts, as well as before administrative agencies such as the EEOC and the S.C. Human Affairs Commission. Brian advises his clients on compliance with state and federal laws and helps his clients develop strong policies and procedures. Brian also helps his clients enforce restrictive covenants and protect confidential information. Brian is AVPreeminent Peer Review Rated in the area of Labor and Employment.



DAVID RUSSO is an attorney with ALFA International member firm Robinson & McElwee PLLC in Charleston, West Virginia. He has nearly 35 years of legal practice encompassing employment litigation and labor law, with an emphasis in complex litigation. His administrative practice includes employment-related arbitration and litigation before the NLRB, EEOC, WVHRC, and OSHA. Among a variety of labor and employment-related issues, Mr. Russo counsels clients on strategic labor planning, labor agreement negotiations and administration. He received his law degree from Oxford University in England, and his undergraduate from Bowdoin College.