



Memo

To: Employment & Labor Law Network Leadership
 From: Ariel Moyer, Director of Practice Networks
 Date: November 15, 2024
 Re: 2025 Annual Meeting Call for Programs Data

In anticipation of the 2025 Annual Meeting Call for Programs, below you will find data to aid the Employment and Labor Law Network in developing its program submissions. All data provided is representative of activity from October 1, 2022 through October 1, 2024.

2022-2022 ANNUAL MEETING EMPLOYMENT & LABOR LAW NETWORK SESSION ATTENDANCE

Session	Attendees
2024	
Employment Law Update: What You Need to Know	321
Pay Transparency, Pay Equity, and the New Employee Life Cycle	109
From Push and Pull to Frenzy: Practical Strategies to Navigate the “New” DEI Landscape	Declined
Leveraging Global Talent in the US/Global Mobility/Outbound Immigration Jurisdictional Comparison and Challenges in Big Global Markets	Declined
2023	
2023 Employment Law Update	203
Campaign Under Fire: A Tabletop Exercise	33
How to Decrease Headcount While Avoiding an Increase in Litigation Risk	165
2022	
Employment Law Update	304 in-person 216 virtual
Managing Accommodations in a Post-COVID World	239
Attracting and Retaining Talent and Avoiding Legal Pitfalls	74
New and Emerging Workplace-Related Class Risks	Declined
A View from the Top: Discussing the Family Medical Leave & Americans with Disabilities Acts	179
Diversity, Equity and Inclusion Initiatives: Legal Implications and Perils	Declined
Return to Work in a Post-COVID World	Declined

2020 -2022 EMPLOYMENT & LABOR LAW NETWORK MEMBER SURVEY SUGGESTED TOPICS

- California and IC misclassification.
- More international employment law programs
- Employment law changes in the new administration
- Tips/strategies for being a US based attorney covering foreign jurisdictions
- A non benefit's lawyer's guide to things you need to know about benefits"
- "International Work for Remote Workers
- Nomad Workers
- Pay Transparency
- Pay transparency globally
- Employee monitoring & privacy rights
- Labor (unionization) trends"
- Credibility determinations for investigation
- Telework accommodation explosion
- Dealing with the aftermath of the 'great resignation' and responding when former employees want to come back
- Compliance and Ethics
- ADR updates
- EEOC updates
- I would like topics relevant for small to mid-sized, privately held companies--a lot of ACC content and activity seems geared more for larger, publicly traded corporations.
- ADA accommodations for mental health issues/mental illness.
- Mandatory vaccinations in the workplace--a debrief from this last pandemic would be great.
- DEI initiatives and affirmative action in light of the recent Harvard decision from SCOTUS
- Undue Hardship - Groff case - Religious accommodations and LGBTQ training
- Social media activity by employees - monitoring, policing, holding people accountable for what they post online. Is there a different approach depending on the platform, how the employee has identified themselves (e.g., with a pseudonym), whether they're openly affiliated with your company?
- ERGs as union risks - how to encourage the building of community in a DEI minefield without inadvertently running afoul of the NLRA.
- Options for health and welfare benefits outside traditional carrier plans.
- Recent changes in the NLRB and how they affect non-union employees.
- Industry specific topics are always helpful and issues facing multi-state employers
- employee mental health and wellness, navigating politics and political turmoil in the workplace
- Post-Groff v. USPS religious accommodation decisions.
- What non-union shops should do to keep a pulse on organization activity and to promote a non-union workplace.
- how to mitigate wage and hour exposure; how to conduct meaningful wage and hour

- audits; how to respond to disrespectful conduct while complying with NLRB limits
- Issues and challenges surrounding returning to the office/remote work/hybrid, ADA/FMLA, state laws extending discrimination protections to new classes of employees
- equity, diversity, inclusion topic
- HR and Legal: Friends or Frenemies? A discussion about how HR and Legal function and co-exist in a corporate environment...Topics would include oversight, privilege, confidentiality, perception, C-suite support, etc.
- Updates on covenants not compete and related documents; whether and when an additional obligation of that type can be imposed (and is continued employment sufficient compensation?), and of course AI in the workplace.
- Employee privacy laws
- State leave laws
- Age discrimination in the age of quiet quitting and a competitive marketplace for new hires that results in incumbency in a role being a compensation negative. Legal risks and how to manage in times of limited budgets.
- AI and DEI
- Not really responsive but I would really like the option to receive less emails from ACC. If I'm not going to the annual meeting or other events I would like to be able to stop receiving emails about them. I often get multiple emails from ACC per day and I don't need to be reminded about events over and over, especially if I'm not planning to attend.
- Canadian employment law
- Employment considerations in cross border transactions
- Restrictive covenants (non compete & non solicit)
- Maintaining attorney-client privilege during internal investigations conducted by in-house lawyers and/or HR.
- Artificial Intelligence and your employees -- in union negotiations and in connection with general employee morale/concerns in non-union shops
- How the NLRB has become more relevant to non-union employers

2022 -2024 POPULAR EMPLOYMENT & LABOR LAW NETWORK ONLINE EVENT ATTENDANCE NUMBERS

APAC Call (APAC) – One-hour live presentations on the latest legal trends affecting organizations in the Asia-Pacific region and multinational companies. Available live or on-demand through the ACC Education Archive. CLE/CPD credit available for a fee.

EMEA Call (EMEA) – Thirty-minute-one hour live presentations on the latest legal trends affecting organizations in Europe, Africa, and/or the Middle East and multinational companies. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

Legal Update (LU) – Short (20 to 45-minute) presentations on the latest legal trends made on the monthly Network Teleconference calls. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

Roundtable Discussion (R) – Thirty-minute-one hour live presentations on the latest legal trends featuring an interactive discussion between two or more industry or topic area experts. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

Webcast (W) – One-hour live presentations on the latest legal trends. Available live or on-demand through the ACC Education Archive. CLE/CPD credit available for a fee.

Event Type	Title	Date	
LEGAL UPDATES			
LU	The Expiration of the Employment-Data Exemption to the CCPA	11/2/2022	219
LU	What to Expect in the New Year?	12/15/2022	154
LU	Pay Equity Trends in 2023	1/4/2023	218
LU	Conducting a Pay Equity Audit - What You Need to Know	2/1/2023	254
LU	Workforce Restructurings and Reductions: What You Need to Know	3/1/2023	158
LU	Controlling for Culture Shift – How to Thrive Amid Challenges in the Hybrid Workplace	4/12/2023	101
LU	Is Artificial Intelligence as Smart as We Think? Opportunities and Pitfalls When Implementing AI Workplace Tools	5/3/2023	157
LU	“Turn on Your Camera”: How to Manage Tattoos, Piercings and Bright Hair in the Virtual Workplace	6/7/2023	129
LU	Groff Takes DeJoy: The Substantial Burden of Religious Accommodation	7/12/2023	193
LU	What Does the Supreme Court’s Students for Fair Admissions, Inc. Ruling Mean for Employers?	7/21/2023	144
LU	Handbooks: What you May Need to Review or Change	8/16/2023	119
LU	M&A Transactions: Top 5 Labor, Employment, Benefits and Immigration Issues	9/6/2023	133
LU	Recent Developments in Restrictive Covenant Law	10/4/2023	111
LU	Artificial Intelligence: What Does Biden’s Executive Order Mean for Employers?	11/28/2023	178

APAC	APAC: Eliminating Forced Labor in Your Workforce and Supply Chains - A Discussion on Traditional and Innovative Practices	11/9/2023	29
APAC	Eliminating Forced Labor in Your Workforce and Supply Chains - A Discussion on Traditional and Innovative Practices	11/10/2023	99
LU	Fireside Chat with Hossein Nowbar	12/5/2023	365
LU	What to Expect in 2024	12/6/2023	90
LU	DEI is Not Dead	1/10/2024	138
LU	Who Is REALLY Your Employee: What Does the DOL's Final Ruling Mean for Employers	2/7/2024	225
LU	Does It Pay to Analyze Pay? The What and Why of Conducting a Pay Equity Audit	3/6/2024	146
LU	Ballot-Box Banter: Navigating Employee Speech Issues in the Workplace During Election Season	4/3/2024	135
LU	Managing the Challenges of a Multigenerational Workforce	5/1/2024	79
LU	Employment Law on Fast Forward: A Speed Round	5/9/2024	206
LU	EEOC's Final PWFA Guidelines: A Conversation with Carol Miaskoff	6/5/2024	177
LU	Workplace Violence: How to Reduce the Risk?	7/10/2024	105
LU	U.S. Supreme Court Overturns 'Chevron Deference' to Federal Agencies: What It Means for Employers	8/7/2024	195
LU	Guarding the Vault: Navigating Trade Secrets in Employment Law	9/11/2024	87
WEBCASTS			
W	Social Justice in Our Workplace: Has There Been Progress?	7/20/2022	39
W	What Does the Supreme Court's Students for Fair Admissions, Inc. Ruling Mean for Employers...and their DEI or ESG efforts?	9/20/2023	250
W	The Evolving AI Landscape: Practical Considerations for Employers	9/27/2023	250

2022 - 2024 POPULAR EMPLOYMENT & LABOR LAW NETWORK LEGAL RESOURCES

Resource Title	Views
Quick Overview: The 8 Pillars of Biden's Executive Order on Artificial Intelligence	1323
Checklist: Ransomware Attacks - Prevention and Preparedness (US)	917
What Employers Need to Know Today About Diversity, Equity & Inclusion Initiatives	1258
What Employers Need to Know Today — Dealing with Criminal Misconduct by Employees	1153
Checklist: Ransomware Attacks: Prevention and Preparedness (US)	917
Top 10 Data Privacy & Security Considerations for 2022	1179
Class Action Trends Report	882

2022 - 2024 POPULAR EMPLOYMENT & LABOR LAW NETWORK COMMUNITY DISCUSSION TOPICS

DATE	TITLE
10/2/2023	Employee Dress Code
10/29/2023	Navex/Hotline reporting System
1/22/2024	CA Law Requiring Notice to Employees re Noncompetes
2/24/2024	Employee photos, waivers, etc
3/5/2024	ADA Reasonable Accommodation Question
3/15/2024	Confidentiality clause for plaintiff's counsel?
3/18/2024	Discretionary Bonus Compensation -- Excludes Non-Productive Time on Leave
4/23/2024	California Workplace Violence Prevention Plan -- new obligations for compliance -- a little help?
6/30/2024	Law Firm - Raleigh, North Carolina
7/12/2024	Separation Policy and possible exceptions
7/23/2024	EEOC Complaint - Illinois Department of Human Rights
8/20/2024	Employee Sleeping At Work
8/23/2024	WARN Act
9/4/2024	Attorney in FL
9/24/2024	International translation firms

Important Dates

Item	Date
Program Submission Deadline	Mon., Jan. 27, 2025
Program Selection Notifications Sent	Fri., March 14, 2025
Program Organizer Submission Deadline*	Fri., April 4, 2025

Item	Date
Speaker Submission Deadline**	Fri., May 23, 2025
Course Material Submission Deadline	Fri., Aug. 22, 2025

**ACC confirms Program Organizer and speaker submissions on a rolling basis.*

***Additional speaker selection rules and guidelines will be provided following program selection. ACC reserves the right to decline speakers if they do not meet these criteria.*