



# You're Invited

## Ogletree Deakins

# MANAGING A WORKFORCE IN 2025

## November 21, 2024

An informative and educational seminar to address the latest labor, employment, and immigration law topics impacting employers

presented by Ogletree Deakins'

## DENVER OFFICE



### LOCATION

The Inverness Denver  
200 Inverness Drive West  
Englewood, CO 80112  
(303) 799-5800



### DATE AND TIME

Thursday, November 21, 2024  
8:30 a.m. – 4:00 p.m.  
(Registration and breakfast will begin at 8:00 a.m.)



### COST

Complimentary



### REGISTRATION

Register online at [www.ogletree.com](http://www.ogletree.com) or contact  
Greg Dickey at (303) 764-6811 or  
[greg.dickey@ogletree.com](mailto:greg.dickey@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review. We are also applying for Colorado CLE credit.

# AGENDA

8:00 – 8:30 a.m.	<b>REGISTRATION AND BREAKFAST</b>
8:30 – 8:40 a.m.	<b>WELCOME AND OPENING REMARKS</b>
8:40 – 9:25 a.m.	<b>ADAPT TO SURVIVE</b> This session will explore shocking statistics on union organization and examine the most effective ways to respond to novel campaign strategies without running afoul of the National Labor Relations Act. <i>Presenter:</i> Brandon M. Shelton
9:25 – 10:30 a.m.	<b>MOCK TRIAL: JUST KEN . . . AND HIS REQUEST FOR ACCOMMODATIONS</b> Plaintiff Ken Dahl asked his employer, the Dreamhaus Hotel, to accommodate his disabilities, but soon found himself on the beach without a job. Step into the shoes of a juror and decide whether the plaintiff can show “kenough” to prevail on his disability discrimination and retaliation claims.
10:30 – 10:40 a.m.	<b>BREAK</b>
10:40 – 11:25 a.m.	<b>SHUT UP AND PLAY THE HITS</b> In this session, the speakers will review the most significant 2024 cases in Colorado and beyond to understand how courts are deciding key issues affecting your workplace. <i>Presenters:</i> Michael H. Bell and William F. Cusack
11:25 a.m. – Noon	<b>HANDBOOKS OF HORROR!</b> This session will run down the latest guidance for what should—and shouldn’t—be in your employee handbooks if you want to ensure employment and immigration law compliance. <i>Presenters:</i> Marissa E. Cwik and Catherine J. Gallagher
Noon – 1:15 p.m.	<b>LUNCH</b>
1:15 – 2:00 p.m.	<b>BREAKOUT SESSION SERIES ONE—CHOOSE BETWEEN THE FOLLOWING:</b>  <b>THE NEW WORLD ORDER OF HARASSMENT</b> In this session, the speakers will examine how the the U.S. Equal Employment Opportunity Commission’s latest harassment guidance and Colorado’s new Protecting Opportunities and Workers’ Rights (POWR) Act have raised the stakes on preventing and defending against harassment claims. <i>Presenters:</i> Marielle A. Moore and Kaitlin I. Spittel  <b>OFF THE BEATEN PATH: NAVIGATING ALTERNATIVE WORK VISAS</b> This session will explore lesser-known employment visa options when traditional visas aren’t the right fit for your business or workforce, providing innovative ways to leverage global talent. <i>Presenters:</i> Jamie J. Marr and Daniela Medrano Sullivan
2:00 – 2:10 p.m.	<b>BREAK</b>
2:10 – 2:55 p.m.	<b>BREAKOUT SESSION SERIES TWO—CHOOSE BETWEEN THE FOLLOWING:</b>  <b>EPEWA, Jafa, POST, AND OTHER ALARMING ACRONYMS</b> This session will look at the latest in agency interpretation and enforcement of some of Colorado’s trickiest new employment laws. <i>Presenters:</i> William F. Cusack and Rebecca M. Lindell  <b>DÉJÀ VU OR SOMETHING NEW? IMMIGRATION UNDER THE NEXT ADMINISTRATION</b> In this session, the speakers will explore potential changes in immigration policy following the November election so you can prepare accordingly. <i>Presenters:</i> Jacob A. Kanyusik, Sarah Collins, and Larkin Dykstra
2:55 – 4:00 p.m.	<b>COCKTAIL RECEPTION AND GIVEAWAYS</b>