

CROWLEY | FLECK PLLP ATTORNEYS



Employment Law Webinar

Complimentary Seminar

Date: Friday, October 14, 2022

Time: 9am - 2pm Mountain Time

Who should attend: Employers and HR Professionals

Zoom Information:

[https://crowleyfleck.zoom.us/j/94641694669?
pwd=eWZyWFVCTW94QjJYYzZtZDFOVW1GZz09](https://crowleyfleck.zoom.us/j/94641694669?pwd=eWZyWFVCTW94QjJYYzZtZDFOVW1GZz09)

Meeting ID: 913 1627 9065

Passcode: 569261

Call in number:

888 475 4499 US Toll-free

Agenda:

1. Engaging in the ADA's Interactive Process – What Employers Need to Know

Presenters: [Scott Hagel](#), [Ashley Di Lorenzo](#), [William Mattix](#)

- When interactive process is triggered
- Key elements of interactive process
- Interplay with other state and federal laws

2. “Do We Really Have To . . .?” -- Top 5 Employment Law Issues Seen in Wyoming

Presenters: [Amanda Good](#), [Susan Stubson](#)

- EEOC demands for recorded interviews
- Emotional Support Animals
- Movement Away from Arbitration
- Expansion of Title VII Protections for Sexual Orientation
- Mitigation of Damages

3. Workers Compensation: The Employer's Responsibilities

Presenters: [Thomas Harrington](#), [Charlie Smith](#)

- Employer Exclusion from Claims Adjustment Process
- Employer's Duties in Responding to Discovery
- Importance of Reporting Injuries and Penalties for Failing to Report

4. Where are all the workers? How the Immigration System Can Help U.S. Employers

Presenters: [Greg Dorrington](#), [Kelsey Sabol](#), [Carina Wilmot](#)

- Seasonal / Temporary Labor
- Professionals
- Top 5 List for Employers

5. Discrimination Based on Vaccination Status – Updates on Montana Law

Presenter: [Mark R. Feddes](#)

- Overview of Updates to Montana Human Rights Act
- Guidance from Montana DOL
- Litigation Updates

6. Home and Away: Remote Working Across Borders

Presenters: [Mike Green](#), [Kelsey Sabol](#)

- Employment and tax consequences of for employers who employ remote workers both out-of-state and internationally

7. Top 5 FAQ about Employment Law in North Dakota

Presenters: [Amy Oster](#), [Benjamin Sand](#)

- Enforceability of non-compete agreements
- Deducting costs of employee damage from paychecks
- Paying vacation time when employee quits without notice
- What meal periods must be provided to employees?
- Can employees be drug tested when medical or recreational marijuana use is legal?

8. COVID and the Workplace in 2022

Presenter: [Justin Harkins](#), [Nick Munoz](#)

- What employers can and cannot do regarding vaccines, masks, and quarantines
- Montana's COVID liability shield
- Work Comp and HIPAA areas of concern

For any questions, contact the following:

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