

## 2021 Employment Law and Litigation Forecast

ZOOM WEBINAR  
[\(REGISTER HERE\)](#)  
DECEMBER 8, 2020  
10:00AM TO 11:30AM CST  
FEE: COMPLIMENTARY

We invite you to join us on December 8, 2020 from 10:00 am until 11:30 am CST for a complimentary webinar presentation in which we will assess the implications of the national election results and other issues which will affect employers in 2021. The following topics will be discussed by LMVT attorneys:

### **Election Summary**

*Presenter: Richard I. Lehr*

### **Litigation and Legislation Forecast**

*Presenter: Al L. Vreeland*

- Will Coronavirus-specific paid leaves and/or FMLA extensions be renewed?
- Will additional unemployment benefits continue into 2021?
- Will employers be able to mandate COVID-19 vaccination, assuming one is widely available?

### **Diversity Demands**

*Presenter: Whitney R. Brown*

- How can employers talk about diversity themselves?
- How can employers police political and social expression both at work and affecting work (e.g., occurring on social media)?

### **Agency Update**

*Presenter: Lance W. Parmer*

- EEOC: How will the agency address pay equity issues? Will it keep promises made under the Trump administration to improve conciliation processes?
- DOL: What changes to the already-in-flux independent contractor test could we see?
- NLRB: Could we see reversions to the ambush election rule, the “reserved right to control” joint employer test, and/or policies that protect profane and uncivil outbursts?

## Labor Trends

*Presenter: Richard I. Lehr*

- What are the prospects and effects of the Protecting the Right to Organize Act?
- How well did organized labor organize in the midst of the Coronavirus?

## Managing Layoffs and Recalls

*Presenter: Al L. Vreeland*

- How does COVID-19 change the risk analysis for selecting employees for layoff?
- How should you handle employees reluctant to return to the workplace?

## Immigration

*Presenter: Michael L. Thompson*

- How will a new administration address recent hostility towards business immigration?

## Questions and Answers

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### CONTINUING EDUCATION UNITS



This program has been approved for 1.5 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). *The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*



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