



# WorkSmarts

Courtside with Spencer Fane and the  
Labor & Employment Team

# Playing in a New Arena:

## What Employers Need to Know about Labor and Employment Law Trends in 2021

*Kate Davis and Sonja McGill*

- **Stay up to date** – the Biden Administration is making daily changes which could impact you and your employees. Keep up to date with the new plays.
- **Expect change** – policies and rules implemented during this Administration are likely to make a 180 degree turn away from the previous administration. Plan and prepare to make changes according to the new rules of the game.
- **Get to know the players and coaches** – knowing who will be calling and implementing the plays will help you better predict the moves they will make.

# Defensive Strategies for Preventing [EEOC Harassment] Charges and other Fouls

*Casey Murray and Rachael Thomson*

- All sexual harassment complaints should be taken seriously.
- Employers are required by law to investigate sexual harassment complaints and take action.
- Supervisors are obligated to report harassment to HR when a supervisor: hears, observes, or harassment is reported to you.
- Lead by example (i.e., don't allow a "culture" of inappropriate "jokes" to turn into a claim).
- Don't forget the Golden Rule.

# Life In the Paint:

## Coaching Strategies for Workplace Investigations

*Helen Holden and Pat McInerney*

- Pregame strategies are key. By deploying strategies such as awareness, self-audits, and training, companies will be ready when an agency appears.
- Internal Communications = External Communications. Controlling the narrative is important to a successful response, so understanding that what's said inside will be said outside is critical.

# WorkSmarts Seminar Team

## February 24 Seminar Team

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# Save the Dates!

Be sure to mark your calendar for our “**WorkSmarts**” half day virtual conference series.

February 2021						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

May 2021						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2021						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November 2021						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				