

Memo

To: Employment & Labor Law Network Leadership

From: Keilon J. Forest, Director of Practice Networks

Date: December 9, 2020

Re: 2021 Annual Meeting Call for Programs Data

# In anticipation of the 2021 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, 2018 through September 30, 2020.

# 2018-2020 Annual Meeting Employment & Labor LAw Network Session Attendance

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| --- | --- |
| **Session** | **Attendees** |
| **2020** | |
| Employment Law Update | 401 |
| Investigating and Defending Harassment, Discrimination, and Retaliation Charges | 415 |
| Workplace Legislative Trend-Setters to Watch: It's not just California! | 177 |
| The Gig Economy: Worker Classification and Joint Employment Deep Dive | 104 |
| A View from the Top: Join Leaders of the US Equal Employment Opportunity Commission and US Department of Labor for a Q&A about Leaves of Absence Family Medical Leave Act and Americans with Disabilities Act | Deferred |
| Remaining Union Free: Legal and Practical Considerations to Protect Your Organization's Union Free Status | Declined |
| Marijuana and other substances in the workplace: An issue with International Implications | Declined |
| How to Survive Election 2020 and Beyond: A Politics in the Workplace Compliance Checklist | Declined |
| **2019** | |
| An In-house Lawyer’s Role in Eliminating Unconscious Bias Inside the Corporate Law Department | 112 |
| Paid Family and Medical Leave Laws Are Coming! Practical Tips to Help You Prepare | 107 |
| Employment Law Update | 354 |
| How Privacy Legislation Is Increasingly Impacting the Workplace | 237 |
| A Primer on Key Employee Benefits Issues for Non-benefits Lawyers | 111 |
| Help HR create legally compliant processes and policies for handling FMLA, ADA and worker’s compensation laws. | Declined |
| Employment and Labor Law for generalists and new in-house counsel | Declined |
| Workplace Violence & Mental Illness challenges: Lessons for a Dangerous Time | Declined |
| **2018** | |
| Employment Law Update | 304 |
| Paid Time Off Trends: Statutory and More | 176 |
| Pay Equity Laws and Salary Inquiry Bans | 122 |
| Navigating ADA Accommodation Requests and the Interactive Process | 145 |
| Employment and Labor Law for Generalists and New In-house Counsel | 446 |
| Bullying, Sexual Harassment & Violence in the Workplace | Declined |
| It¹s a Small, Small World: The Risks of Hiring and Assigning Staff Globally and How to Reduce Them | Declined |
| From Student Loan repayment to massages at work: Legal Issues raised by the changing world of Employee Benefits | Declined |
| Labor & Employment Challenges for Government Contractors | Declined |
| Someone Moved My Cheese: Adding Different legal ­ or Non-Legal -- Responsibilities to My Job. What Do I Do Now? | Declined |

# 2018 -2020 Employment & Labor LAW Network Member Survey Suggested Topics

* ADA and related Disability Issues
* Wage & Hour Issues (Fair Labor Standards Act)
* Family and Medical Leave Act/Leave of Absence/Paid Family Leave
* Employment Litigation and EEOC Charges.
* Sexual Harassment/#MeToo Issues
* Data Protection/Cybersecurity
* State Employment Laws
* Hiring and Background Checks
* Non-compete Agreements/Non-Solicitation Agreements
* Reductions-in-Force/Severance/OWBPA
* Contingent Workers
* I-9 Immigration
* Multi-National Employment Issues

# 2018 -2020 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 Quick Hit (LQH) – 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.

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| Date | Event Title | W or LQH | Views |
| 10/7/2020 | Politics in the Workplace | LQH | 101 |
| 9/2/2020 | Practical Consideration When Reopening and Returning Employees to Work | LQH | 110 |
| 8/13/2020 | How Your Legal Department Can Lead Change | W | 56 |
| 8/5/2020 | The New Digital Landscape | LQH | 41 |
| 7/21/2020 | Environmental, Health and Safety Compliance and Enforcement Considerations in the midst of Return to Work Activities | W | 31 |
| 7/1/2020 | Addressing Systemic Racism Within Your Ogranization | LQH | 146 |
| 6/24/2020 | Returning to Work in the New Normal | W | 42 |
| 6/3/2020 | Ask the Experts: Questions and Answers about Employment & Labor Considerations when Returning to Work | LQH | 114 |
| 5/6/2020 | Return to Work in the “New Normal” | LQH | 209 |
| 4/1/2020 | Confronting Coronavirus: How Coronavirus Impacts the Workplace (Member Call) | LQH | 164 |
| 3/31/2020 | *Co-sponsored LQH with Health Law and Sports & Entertainment* Confronting Coronavirus: How Coronavirus Impacts the Workplace | LQH | 206 |
| 3/4/2020 | Evolving Best Practices for Managing the Workplace and Defending Claims Using Data Science | LQH | 62 |
| 2/5/2020 | Requesting and Storing Employee Information, What Could Go Wrong? | LQH | 134 |
| 1/8/2020 | Employment Law in 2020: What to Know About the Year Ahead | LQH | 171 |
| 12/4/2019 | Practical Employment Law Takeaways From 2019 That You Can Apply To Your Workplace – This Year and Beyond! | LQH | 73 |
| 11/26/2019 | Keep Your Eyes on the Ball: NLRB in Transition | W | 31 |
| 10/15/2019 | EMEA Virtual Roundtable: Sexual Harassment Not Just a U.S. Issue | EMEA/VR | 43 |
| 10/2/2019 | ABC "Anything But Contractors" | LQH | 94 |
| 9/4/2019 | Strategies for Identifying, Preventing and Responding to Serious Workplace Threats | LQH | 65 |
| 9/4/2019 | Strategies for Identifying, Preventing and Responding to Serious Workplace Threats | LQH | 65 |
| 8/7/2019 | California Consumer Privacy Act (CCPA): Are You Ready? | LQH | 149 |
| 7/10/2019 | Staying Out of the Doghouse: Addressing Employee Service Animal Accommodation Requests | LQH | 69 |
| 6/5/2019 | What is Behind the Growing Wave of ADA Website Accessibility Lawsuits? | LQH | 128 |
| 5/1/2019 | Wage and Hour Considerations for Independent Contractors | LQH | 78 |
| 4/3/2019 | Pay Equity | LQH | 81 |
| 3/6/2019 | Non-Competes and Restrictive Covenants Under Assault | LQH | 60 |
| 2/6/2019 | Trends in Designing Paid Leave and TRO Programs | LQH | 83 |
| 1/9/2019 | Employment & Labor Law: A Look Back and Ahead | LQH | 118 |
| 12/5/2018 | ICE I-9 Audits and Raids | LQH | 43 |
| 11/7/2018 | OFCCP’s New Compensation Directive – What Contractors Need to Know | LQH | 55 |
| 9/11/18 | The US Employer's Guide to the FMLA | W | 50 |
| 9/5/2018 | New Rules for Pregnancy Accommodations: How to Ensure Your Organization is Compliant | LQH | 77 |
| 8/1/2018 | Executing Confidentiality Provisions in the #MeToo Environment | LQH | 51 |
| 7/11/2018 | Executing Confidentiality Provisions in the #MeToo Environment | LQH | 119 |
| 6/6/2018 | Class Action Waivers: The Supreme Court Speaks: What Happens Next? | LQH | 144 |
| 5/2/2018 | Crisis Control: Proactive Steps to Avoid Workplace Violence | LQH | 101 |
| 4/4/2018 | Purple Haze: Separating Fact from Fiction in Today’s Marijuana Environment | LQH | 157 |
| 3/7/2018 | Tax and Employee Benefits Changes Made by the Tax Cuts and Jobs Act signed by the President on December 22, 2017 | LQH | 118 |
| 2/7/2018 | NLRB Decisions: Next Steps For Your Organization to Consider | LQH | 179 |
| 1/3/2018 | Employment and Labor Year in Review: Top Topics Looking Back and Ahead | LQH | 287 |
| 12/6/2017 | Dealing with a Corporate Crisis | LQH | 99 |
| 11/21/2017 | *Co-sponsored LQH with Sports & Entertainment* Me Too - Meaningfully Responding to Sexual Harassment Accusations in the Wake of the Weinstein Scandal | LQH | 163 |
| 11/1/2017 | Conducting an Internal Wage and Hour Audit | LQH | 181 |
| 8/1/18 | Executing Confidentiality Provisions in the #MeToo Environment | LQH | 51 |
| 7/19/18 | The US Employer’s Guide to Retaliation | W | 44 |
| 7/11/18 | Executing Confidentiality Provisions in the #MeToo Environment | LQH | 63 |
| 6/28/18 | The Alphabet Soup of Immigration Law | W | 44 |
| 6/6/18 | Class Action Waivers: The Supreme Court Speaks: What Happens Next? | LQH | 77 |
| 5/2/18 | Crisis Control: Proactive Steps to Avoid Workplace Violence | LQH | 52 |
| 4/4/18 | Purple Haze: Separating Fact from Fiction in Today’s Marijuana Environment | LQH | 87 |
| 3/7/18 | Tax and Employee Benefits Changes Made by the Tax Cuts and Jobs Act signed by the President on December 22, 2017 | LQH | 62 |
| 2/7/18 | NLRB Decisions: Next Steps For Your Organization to Consider | LQH | 92 |
| 1/18/18 | Late Year NLRB Decisions: Next Steps For Your Organization to Consider | W | 69 |
| 1/3/18 | Employment and Labor Year in Review: Top Topics Looking Back and Ahead | LQH | 163 |

# 2018 - 2020 Popular Employment & Labor LAW Network Legal Resources

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| Resource Title | Views |
| [Critical Issues in Global Employment Law for the Multinational In-house Counsel](https://www.acc.com/resource-library/critical-issues-global-employment-law-multinational-house-counsel) | 1656 |
| [Template for Separation Agreement (US)](https://www.acc.com/resource-library/template-separation-agreement-us) | 902 |
| [Template Language for Plans-Strategies to Works Council Processes (Global)](https://www.acc.com/resource-library/template-language-plans-strategies-works-council-processes-global) | 226 |
| [Top Ten Takeaways - Improving Efficacy & Efficiency in the Legal Department](https://www.acc.com/resource-library/top-ten-takeaways-improving-efficacy-efficiency-legal-department) | 223 |

# 2016 - 2018 Popular Employment & Labor LAW Network eGroup Discussion Topics

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| Date | Subject |
| 7/7/2020 | [Exempt Paralegal](http://community.acc.com/viewthread?MessageKey=286EE434-F922-4C6C-8BED-904ADAF682DC) |
| 8/23/2020 | [Contract Management Software Recommendations](http://community.acc.com/viewthread?MessageKey=1A2181D4-3B5C-46C8-9CF1-D6642C528D44) |
| 8/6/2020 | [BLM or Black Lives Matter face coverings](http://community.acc.com/viewthread?MessageKey=5CBDFCBB-76E0-4138-9E75-024398EF07B6) |
| 7/1/2020 | [In-House Representation for Affiliated Entities](http://community.acc.com/viewthread?MessageKey=579756D5-AD52-4F04-9849-912F86F26D7A) |
| 6/17/2020 | [covid 19 screening apps](http://community.acc.com/viewthread?MessageKey=A4541B13-C699-4434-A401-EBF927445E9A) |
| 5/11/2020 | [Traveling Personnel Policies - COVID](http://community.acc.com/viewthread?MessageKey=4E2DD49B-2CBF-4DFB-BB37-8D95375C19FA) |
| 5/1/2020 | [Does Labor Relations report to Legal or HR?](http://community.acc.com/viewthread?MessageKey=F578D33F-510D-4DC1-AE9B-2CECF9248ECD) |
| 3/26/2020 | [forced vacation and eliminating accrued leave/PTO](http://community.acc.com/viewthread?MessageKey=EDCAB0D5-9165-493B-9BE1-AA981BBBCA68) |
| 3/20/2020 | [Shelter In Place Laws - Travel Authorization for Employees](http://community.acc.com/viewthread?MessageKey=581BF39F-22F7-4040-92EC-63DF241BFC6D) |
| 2/19/2020 | [Jury Duty and Sick Leave](http://community.acc.com/viewthread?MessageKey=B3E291BF-AAC1-4220-B100-12CE865700D8) |
| 2/13/2020 | [Legal Team Department Slogans for t-shirts](http://community.acc.com/viewthread?MessageKey=02A3034C-CC6D-4340-AB4F-1C338DA8AB02) |
| 1/24/2020 | [Bereavement Policy](http://community.acc.com/viewthread?MessageKey=AC375354-5EA6-4B3C-B744-844EF76CB1B8) |
| 12/9/2019 | [Tax Question](http://community.acc.com/viewthread?MessageKey=C9E07B2B-AE93-4CED-9D99-89EA108D6359) |
| 11/17/2019 | [CA labor commissioner matters - do you handle these in-house?](http://community.acc.com/viewthread?MessageKey=868C0676-9BE9-484A-9D8B-63BEBB20CED9) |
| 10/31/2019 | [Protocol for dealing with potentially suicidal employee](http://community.acc.com/viewthread?MessageKey=68CD7B88-F330-41D1-B00F-524BB11ABB14) |
| 10/30/2019 | [Compensation Question for salaried Exec Assts](http://community.acc.com/viewthread?MessageKey=D4163AE4-55AE-4A7A-8925-9AAC6BCB782F) |
| 10/7/2019 | [Issue/Not an Issue?](http://community.acc.com/viewthread?MessageKey=74B7B9CB-A932-4FBA-9CEF-BAA9C577C0FF) |
| 7/16/2019 | [Microsoft Teams](http://community.acc.com/viewthread?MessageKey=A0109557-2072-48C3-9A1D-E7CCCF0BF8FD) |
| 1/24/2019 | [Advice please: Is this discrimination?](http://community.acc.com/viewthread?MessageKey=88CB0997-8515-4ADE-9196-C4BA91C8AF0D) |
| 1/24/2019 | [Offering standing desks for preventative health - how did it work out for your company?](http://community.acc.com/viewthread?MessageKey=3E47CDED-3FF0-4C41-81E3-C14E064713E1) |
| 10/16/2018 | [Transportation as a reasonable accommodation](http://community.acc.com/viewthread?MessageKey=0F297B4D-EB63-4DAE-A5BD-35D6491F984E) |
| 4/17/2019 | [PTO policy to attract and retain Millennials](http://community.acc.com/viewthread?MessageKey=691A6E6E-A03E-48BC-986B-F3F1AF815E27) |
| 10/30/2018 | [EPL Insurance Retention Rates](http://community.acc.com/viewthread?MessageKey=E2BC2269-994E-45D6-B64F-12CE1E578CB6) |
| 1/28/2019 | [maternity leave policy](http://community.acc.com/viewthread?MessageKey=88926BA0-077F-4E7A-933B-6F13E213F125) |

**Important Dates**

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| **Item** | **Date** | |
| Program Idea Submission Deadline | | Wed., Feb. 3, 2021 |
| Program Selection Notifications Sent | | Wed., March 31, 2021 |
| Program Organizer Submission Deadline\* | | Wed., April 14, 2021 |
| Speaker Submission Deadline\* | | Fri., June 4, 2021 |
| Course Material Submission Deadline | | Tues., Aug. 31, 2021 |

*\*ACC confirms program organizer and speaker submissions on rolling basis*