



Employment Law Forum: Refreshed Perspectives for Looking Forward

February 23, 2021

Vaccines at Work: Considerations for Employers

Torrey J. Gerdes & Desiree M. Wills

The FDA's approval of coronavirus vaccines offers hope that 2021 may deliver a return to a more "normal" workplace existence. For employers, navigating the impact of the vaccine on return-to-work decisions is nuanced. This forum will discuss the EEOC's guidance to employers regarding the COVID-19 vaccine, the legal considerations and limitations imposed by the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), and the Genetic Information Nondiscrimination Act (GINA) as well as employee relations considerations to assist employers in navigating the effect of the vaccines at work.

Returning to Work: Factors to Consider

Robert S. Lannin & Makenzie K. Falcon

At present, the timing to return remote employees to the workplace is largely unknown. One business's decision as to when and how to reenter, may be entirely different for another and the same may be true for individual employees. This topic will briefly discuss the factors to consider in returning employees to the workplace when it is safe to do so.

Looking Backward & Planning Ahead in the World of Employment Law

Kate Q. Martz & Chris M. Schmidt

Change is constant. This saying rang true for employers in 2020, and will continue to be the case in 2021. From an employment-law perspective, it is important to stay updated on developments affecting the workplace, and to account for those changes moving forward. This presentation will provide a big-picture overview of recent developments, including a discussion on the Supreme Court's landmark decision in *Bostock*, new guidance from administrative agencies, and employment priorities for a new administration. It will also provide a list of best practices employers should consider to help navigate the ever-evolving legal landscape.

Inspiring Employee Resiliency During Stressful Times

Susan M. Foster

As we enter 2021, employees may be feeling uncertainty and insecurity due to the impact of COVID-19 on their personal and working lives, the recent election and political atmosphere, and changes in working environments (such as working remotely or in modified office spaces). Such individual and collective stress can significantly impact work culture, performance and productivity. This presentation will explore tips for employers to promote mental well-being in the workplace during stressful times.