

2025 Employment Law Institute

FOULSTON
ATTORNEYS AT LAW



Block the calendar!

Every
Thursday
in April

Join us every Thursday in April for the 2025 Employment Law Institute – a webinar series of timely and relevant updates on the latest employment law information you need to know. All sessions will be recorded and can be viewed later at your convenience, so there's no risk of missing content.

For over 30 years, the annual Employment Law Institute has brought together human resource professionals, business owners, executives, and managers in a wide range of industries across the region to learn about the latest legal developments, best practices, and strategies to make their organizations legally compliant and employers of choice.

You won't want to miss it – Register now!

← Agenda

Thursday, April 3, 11:30-1:40 CT



Employment Law Update: New Court Rulings and Legislation

Boyd Byers + Tara Eberline | 11:30 AM - 12:30 PM

As the old saying goes, the only constant is change. This comprehensive update will cover the latest employment law cases decided by the Supreme Court, other significant court rulings, recent legislative activity, and other legal developments employers need to know about to remain legally compliant and implement best practices.



Federal Executive Agency Update

Don Berner + Forrest Rhodes, Jr. | 12:40 PM - 1:40 PM

There's a new sheriff in town, and President Trump is quickly putting his stamp on the various employment law agencies, including the NLRB and EEOC. As new leadership settles in and agencies begin implementing the new administration's policy priorities, this session will address what we know, changes we might expect to regulations and/or litigation strategies, and how they may impact your organization.

REGISTER AT www.foulston.com/employmentlawinstitute

Thursday, April 10, 11:30-1:40 CT



DEI, Anti-Discrimination, and Civility: Where Are We Now?

Teresa Shulda + Charles McClellan | 11:30 AM - 12:30 PM

You've probably seen news stories and think-pieces about how governments and companies alike are approaching the subjects of diversity, equity, inclusion, and discrimination in the workplace. In this session, we'll catch you up on the new administration's executive orders addressing DEI, how companies are reacting to the DEI whiplash, and how courts are deciding cases rooted in DEI initiatives. We'll also talk about how your organization's DEI and anti-discrimination policies and procedures can remain compliant. Finally, we'll discuss how the role of civility in the workplace (and enforcement of civility expectations) can foster a productive work environment.



Kansas Law Mail Bag

Forrest Rhodes, Jr. + Sarah Otto | 12:40 PM - 1:40 PM

Employment law issues often arise under federal authority, but there are a handful of state laws that Kansas employers regularly grapple with. This session will answer your questions and provide a primer on a variety of these state law issues, including wage deductions, garnishments, unemployment claims, weapons possession, and workers' compensation.

Thursday, April 17, 11:30-1:40 CT



Show Me the Money! Pay Transparency in the Workplace

Tara Eberline | 11:30 AM - 12:30 PM

In this presentation, we'll provide an overview of state and federal laws governing pay transparency, the nuances of pay equity laws, and the importance of pay audits. We'll also discuss the principles underlying pay transparency laws and efforts to eliminate wage disparities based on gender, race, and other protected characteristics.



HR Generalist Pitfalls: Wage and Benefits Edition

Forrest Rhodes, Jr. + Charles McClellan | 12:40 PM - 1:40 PM

HR generalists regularly have to address tricky legal wage-and-hour and employee benefit questions. In this session, we will address common scenarios that arise under federal and state laws and provide pointers to successfully navigate these issues in your workplace.

Thursday, April 24, 11:30-1:40 CT



Reasonable or Not: Navigating the Line of Workplace Accommodations

Teresa Shulda + Rachel Gonzales | 11:30 AM - 12:30 PM

In this interactive session, we'll debate real-life religion, disability, and pregnancy discrimination cases, in which courts considered whether an employee's requested accommodation was reasonable or not. We'll discuss the key factors that courts consider in making decisions about reasonable accommodations and provide compliance takeaways to apply to your organization's accommodation processes.



The Termination: Examining an Employment Decision Gone Horribly Wrong

Jeff DeGraffenreid + Ensemble | 12:40 PM - 1:40 PM

In our fun and informative final session, we'll go behind-the-scenes to investigate a (fictional, but realistic) botched employment termination. Our crack investigation team will interview witnesses and dig deep to uncover the "truth" ... as it appears from the perspective of the decisionmaker, HR, co-workers, and the terminated employee. We'll then discuss what went wrong and why, and lessons learned, so you can help keep your organization from making similar missteps.