32nd Annual Employment Law Seminar

September 23, 2026 | Indiana Chamber Conference Center

PRESENTED BY **SPONSORED BY**

8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome and Opening Comments

9:05 a.m. Deuces Wild! Labor Law in Trump Term 2, Year 2
The second Trump administration has ushered in a new era at the National Labor Relations Board (NLRB). This session will examine President Trump's nominees to the NLRB and the administration's labor law priorities as well as forecast potential labor law changes we'll see in the coming years.
Stuart R. Buttrick, Partner

10:00 a.m. Turning Over a New Leaf: Navigating the Legal Landscape of Workplace Protections in 2026
As the first crisp winds of autumn roll in, employment law is turning over a new leaf of its own in 2026. This presentation will walk through some of the changing foliage in employment law following a fresh harvest of court rulings touching on – among other things – discrimination, retaliation and accommodations. We'll rake through these decisions and see how they pile up against established precedent. By the end of this presentation, participants will be equipped with practical strategies to stay in compliance and keep their workplace running smoothly, whatever the next season has in store.
James R. Strickland, Associate

11:00 a.m. Break

11:10 a.m. Employee Retirement Income Security Act (ERISA) Litigation Update
ERISA litigation is evolving quickly, with new theories emerging for claims against benefit plans, plan sponsors and other plan fiduciaries every day. This session will explore the latest lawsuits, creative theories and enforcement trends affecting employers that sponsor health, welfare and retirement plans, including cases involving wellness programs, prescription drug plans, voluntary benefit plans, health plan pricing and retirement plan administration.
Phillip J. Gutwein, Partner, and Emily Kile-Maxwell, Associate

12:10 p.m. Lunch (provided)

1:00 p.m. Strategically Addressing Talent and Workforce Challenges
The Institute for Workforce Excellence, an affiliate of the Indiana Chamber, partners with employers to strengthen talent development strategies through expert guidance, practical training and proven workforce resources.
Sally Saydshoev, Executive Director, Institute for Workforce Excellence (HR Series Sponsor)

1:15 p.m. Playing It Safe: The Right Playbook to Effectively Prepare for OSHA Inspections and Avoid Citations
The phone rings. And before you can even say hello, four chilling words come across the line and stop you in your tracks: "Someone's here from OSHA." In that split second, panic sets in. A thousand questions race through your mind. This sudden, "high-stakes" encounter – whether driven by an anonymous complaint, an injury or even if it's just a random inspection – can feel like an immediate

crisis, throwing your entire day into chaos. Are you ready to step up to the plate and confidently answer their questions, manage the scope of their inspection and protect the company's interests? An OSHA inspection is daunting, but it doesn't have to feel like a blowout. With the right preparation you can transform a stressful event into a controlled, manageable experience. From this presentation, attendees will leave with a knowledge and understanding of OSHA's inspection and enforcement procedures as well as the strategies and confidence necessary to effectively tackle their next (or first!) OSHA inspection.
Aaron T. Vance, Associate

2:00 p.m. **Business Immigration: The Basics and Current State of Immigration**
This session will provide a practical introduction to key immigration law concepts, with a focus on commonly used work-authorized immigration statuses for foreign national workers in the United States. We'll review the practical challenges employers face when onboarding and supporting employees with temporary, changing, or employer-specific work authorization. The session will also consider the impact of executive orders, agency policy shifts, enforcement priorities and other immigration developments under the second Trump administration.
Helena Wasey Abebe, Associate

3:00 p.m. **Break**

3:10 p.m. **Growing P(AI)ns: Navigating AI in Workforce Management**
Artificial intelligence has moved from headline news to everyday reality, reshaping operating systems, daily routines and now the workplace itself. For employers, the questions are no longer theoretical: How can AI transform your workforce? Where can it drive real productivity gains? And just as important, what are the risks? This presentation examines the benefits and drawbacks of AI tools in the workplace from a people-first perspective. We begin with how AI can be used to right-size, restructure and enhance a company's human capital, along with the practical and legal considerations that come with it. We'll then turn to AI's growing role in management and employment decisions, and the legal risks that arise when algorithms influence who gets hired, promoted or let go. Finally, we address the risks created by employees' own use of AI tools on the job, and what steps employers can, should and must take to protect sensitive, confidential and proprietary information.
Angela N. Johnson, Partner and Catie A. Wheatley, Associate

4:15 p.m. **Adjourn**