



Tuesday, May 4, 2021

11 a.m. to 12:15 p.m. ET

Virtual Platform: Zoom

FREE for PA Chamber Members and Non-Members

With universal COVID-19 vaccine eligibility across the Commonwealth, Pennsylvania employers must tackle new legal and labor challenges as employees return to the physical workplace.

Presented in partnership with K&L Gates, **this free program is designed to empower Pennsylvania employers with the resources needed to develop and administer workplace guidelines** that balance business continuity with employee safety and privacy.

Program Highlights:

- How should I manage our transition back to in-person work? What considerations and potential pitfalls should I keep in mind?
- What pandemic-related workplace rules are still in effect?
- Can I require our people to get vaccinated? Even if I can, should I? What factors go into that decision?
- Can I ask employees or job applicants if they have been vaccinated?
- Can I offer incentives for employees to get vaccinated or are there risks with that approach as well?
- Can I maintain two sets of workplace rules: one for those vaccinated and another for those who are not?

Following the speakers' presentations, they will engage in a moderated Q&A session.

This program is a free Member Sponsored Webinar and is open to Pennsylvania's business community. The PA Chamber thanks K & L Gates for their partnership.

Managing What's Next: Key Considerations on the Return to the Workplace and Vaccine Landscape for Employers

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After registering, you will receive a confirmation email containing information about joining the webinar.

For more information on this event and other upcoming PA Chamber programs, visit pachamber.org/events.

About the Speakers



David J. Garraux

Partner
K&L Gates

David Garraux is a partner in the firm's Pittsburgh office. He is a member of the labor, employment and workplace safety practice group. Mr. Garraux focuses his practice on representing employers in employment discrimination litigation, collective bargaining, wage & hour matters, and other workplace disputes involving labor arbitrations and administrative agencies such as OSHA, the EEOC, and the NLRB. He also counsels employers regarding day-to-day employment issues, policies, and best practices, while working with clients to effectively administer collective bargaining agreements, collaborating with in-house counsel and senior human resources professionals. Mr. Garraux's litigation experience touches on all manner of employment laws, including Title VII, ADA, ADEA, FMLA, PHRA, and the FLSA.

Mr. Garraux successfully partners with employers to respond to union organizing campaigns, collaborating with management to develop effective training and timely, impactful strategies to ensure that employers' messages effectively reach employees during times of workplace uncertainty. Mr. Garraux has broad scope experience defending employers against NLRB unfair labor practice charges brought by employees in both represented and union-free environments. Further, Mr. Garraux routinely advises clients on matters involving restrictive covenants, trade secrets, corporate restructuring, and reductions in force implicating WARN.

Mr. Garraux also maintains a commercial litigation practice in which he aggressively defends and prosecutes clients' interests in federal and state courts. With a particular focus on matters involving the service and technology sectors, Mr. Garraux provides thoughtful, reasoned strategies and immediately responsive service in high stakes litigation.



Michael A. Pavlick

Partner
K&L Gates

Mr. Pavlick concentrates his practice in labor and employment law, including representation of clients before the National Labor Relations Board and the National Mediation Board; collective bargaining; arbitrations conducted pursuant to labor contracts; union elections and campaigns; labor litigation under the National Labor Relations Act and the Railway Labor Act; minimum wage and overtime litigation under the Fair Labor Standards Act; employment discrimination litigation under the Civil Rights Acts of 1866, 1871, 1964 and 1991, the Age Discrimination in Employment Act, and the Americans with Disabilities Act; wrongful discharge litigation under state law; benefits litigation under the Employee Retirement Income Security Act; litigation of non-competition/confidentiality agreements; OSHA proceedings; unemployment compensation and other administrative hearings; and, client counseling on labor and employment issues.



Erinn L. Rigney

Associate
K&L Gates

Erinn Rigney is an associate in the Chicago office, focusing her practice on Labor, Employment, and Workplace Safety.

Prior to joining K&L Gates, she was an associate in the employment and labor practice group in the Chicago office of another global law firm and taught high school government in Silver Spring, Maryland.

Her counseling experience includes advising clients on compliance with federal, state, and local antidiscrimination laws in conjunction with various employment actions; the provision of reasonable accommodations; compliance with the Fair Labor Standards Act and state wage and hours laws; and implementation of workplace policies and employee handbooks for both unionized and nonunionized employers, in addition to developing and leading anti-harassment training sessions for clients' workforces. As part of her practice, Ms. Rigney has experience in drafting pleadings, motions, and legal memoranda for federal lawsuits involving claims under the Americans with Disabilities Act, the Fair Labor Standards Act, the Equal Pay Act, the Rehabilitation Act, the Family and Medical Leave Act, and Title VII of the Civil Rights Act; representing clients in federal court and at mediations before local and federal anti-discrimination boards, and organizing various aspects of the discovery process for both large scale class actions and single-plaintiff lawsuits. In addition to her counseling and litigation experience, she regularly works with the firm's corporate group to conduct employment and labor due diligence, analyze collective bargaining and other labor agreements, and advise clients on integration issues in conjunction with corporate mergers and acquisitions.

Ms. Rigney has significant experience addressing the various employment issues that arise in the health care space, including the interpretation and application of employment laws in conjunction with health care regulations; drafting master services agreements for large and small health care systems; implementing policies on the protection of proprietary information and trade secrets; and advising on employment compliance issues arising in mergers and acquisitions for hospitals and biotechnology companies. Over the past year, she has devoted a substantial part of her practice to advising both unionized and nonunionized clients across industries on compliance with federal, state, and local health and safety guidelines to address the impact of COVID-19 in the workplace.

Ms. Rigney has been named an Illinois "Rising Star" for Employment & Labor Law by SuperLawyers magazine since 2019.