

**In-Person Event**

# Managing Today's Workforce: Mid-Year Legal Updates for HR and Talent Leaders

Employment laws in New York are evolving rapidly, presenting new challenges for employers throughout the employment lifecycle. HR and talent leaders must address an expanding range of legal and compliance requirements, including laws impacting employee background checks, medical accommodations, internal complaints, terminations, and benefit plans.

Our speakers will review recent legislative changes, regulatory updates, and New York court decisions to highlight key trends, emerging issues, and actionable best practices for HR professionals. Whether you are shaping workforce strategy, managing employee relations, or supporting HR operations, this program offers a clear, business-focused overview of legal developments you should monitor.

## What You'll Learn

- **Hiring and Background Checks:** Amendments to New York's Fair Credit Reporting Act that bans use of credit checks in employment and a practical refresher on background check requirements under federal, state and New York City laws.
- **Managing the Employment Relationship:** New employer obligations under New York's Reasonable Accommodation Anti-Retaliation Act, recent court cases reflecting the evolution of harassment and discrimination claims, and tips for handling employee accommodation requests and internal complaints involving protected characteristics.
- **Performance Management and Terminations:** Important lessons from recent cases that highlight best practices for performance documentation, employee communications and HR processes that support termination decisions.
- **Employee Benefits:** An overview of key employee benefits developments, including recent proposed regulations on alternative 401(k) plan investment options and the potential structure of "Trump Accounts."

## Legal and HR CLE Credits Available

**Continuing Legal Education (CLE):** This program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board for a maximum of 1.5 credit hours in the area of Professional Practice. The content of this course is appropriate for both newly admitted and experienced attorneys. Davis+Gilbert is an accredited provider of CLE credit in the State of New York. Those seeking CLE credit in other jurisdictions should contact their State Bar for instructions on how to apply for credit.

**HR Professionals (SHRM, HRCI):** You can submit a Legal CLE Certificate of Attendance towards your necessary HR recertification credits. Please consult your specific HR Continuing Education Credit Provider if you have questions or need guidance on submitting a Legal CLE Certificate of Attendance for credit.

## Event Details

Tuesday, June 23, 2026

8:30 am – Registration  
9:00 am – Presentation  
10:30 am – Networking

Davis+Gilbert LLP  
1675 Broadway, New York, NY  
34th Floor

## RSVP Today

Don't miss this unique opportunity to meet and learn from industry leaders!

RSVP by June 16  
[Click here to RSVP](#)

## Speakers



**Shira Franco**  
Partner  
Labor + Employment



**Gabrielle White**  
Counsel  
Benefits + Compensation



**Rachel Kessler**  
Associate  
Labor + Employment

## Questions

Should you have any questions, please contact:

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