



AGENDA

2024 EXECUTIVE HEALTHCARE
LABOR & EMPLOYMENT LAW CONFERENCE

WIFI Network: FordHarrison | Password: FH2024

THURSDAY, FEBRUARY 29

7:30 – 9:00 am Registration/Breakfast | **Charleston III, 2nd Floor**

9:00 – 9:45 am **Salons II & IV, 2nd Floor**

Keynote Presentation - Substance Abuse in the Hospital Workplace

Hear directly from one of the country's foremost experts in substance abuse and treatment, Dr. Stephen Loyd.

Drawing on his personal and clinical experience with addiction and treatment, Dr. Loyd will discuss causes of substance abuse, the rehabilitation process, and the myriad work-related concerns in the healthcare workplace.

Introduction: Fred Bissinger, FordHarrison LLP

- Dr. Stephen Loyd, Chief Medical Officer, Cedar Recovery

9:45 – 10:00 am Break

10:00 – 11:00 am **Salons II & IV, 2nd Floor**

Supporting Your Employees Without Sacrificing Standards of Care – Substance Abuse and Mental Health in Healthcare Panel Discussion

In-house attorneys and HR executives are increasingly faced with issues in their workforce related to substance abuse and mental health. FordHarrison attorney Tracey Jaensch will be joined by three senior in-house counsel executives who contend with these issues in the healthcare setting and will share insights on balancing employee support, accommodations, and risk exposure while upholding stringent standards of care and regulatory compliance.

Session Leader: Tracey Jaensch, FordHarrison LLP

- Sachin Bhandari, VP, Employee Relations & HR Shared Services, Associate General Counsel – Labor & Employment, Memorial Hermann Health System
- Rhea Garrett, VP & Senior Employment Counsel, Community Health Systems
- Erika Hickman, Assistant Vice President & Assistant General Counsel, Wellstar

11:00 – 11:30 am Break

11:30 am – 12:30 pm **Salons II & IV, 2nd Floor**

Choppy Waters - An Overview of Recent NLRB Decisions Impacting Healthcare Employers

The NLRB has made several significant decisions over the past 18 months that adversely impact the healthcare workplace. This session offers a comprehensive overview of these decisions and their direct implications on healthcare employers.

Session Leaders: Rob Entin, Marc Sugerman, and Mollie Wildmann, FordHarrison LLP

12:30 – 1:30 pm Networking Lunch | **Charleston III, 2nd Floor**

1:30 – 3:00 pm **Salons II & IV, 2nd Floor**

Adapting to Change – A Panel Discussion on Employee Relations in the Wake of Cemex and Other Recent Key NLRB Decisions

Three Vice Presidents of Labor Relations from leading hospital corporations will share insights on navigating recent NLRB decisions, including the influential *Cemex* ruling. Gain practical strategies and best practices for effectively managing evolving healthcare labor relations in the wake of key NLRB developments.

Session Leader: Tammie Rattray, FordHarrison LLP

- Thomas Beck, VP of Labor & Employee Relations, HCA Healthcare
- Edward Richards, VP of Labor Relations, Chief Labor Relations Counsel, Tenet Healthcare
- Jeanne Schmid, VP of Labor Relations, Universal Health Services, Inc.

3:00 – 3:30 pm Break

3:30 – 4:45 pm **Charleston I & II, 2nd Floor**

Lightning Round Q&A – Ask Questions on Your Current Challenges and Receive Feedback on Solutions from Your Peers and FH Attorneys

Join us for a casual discussion among all participants on the topics/questions most important to your organization. Hear what other in-house counsel and HR leaders are grappling with in their companies. Share best practices and solutions that have been successful in your company.

Session Leaders: Patricia Griffith and Tom Keim, FordHarrison LLP

5:45 pm **Conference Center Entrance Adjacent to Bar/Lounge, 1st Floor**

Load buses or walk to 5Church Restaurant (3379 Peachtree Rd. NE, Suite 125, Atlanta, GA 30326)

6:00 pm - Cocktails

6:30 pm - Dinner

FRIDAY, MARCH 1

8:00 – 9:00 am Breakfast | **Charleston III, 2nd Floor**

9:00 – 10:00 am **Salons II & IV, 2nd Floor**

Inside the Beltway - An Update on Federal Legislation Affecting Hospital Employers

This session provides a timely update on key policies, ensuring senior hospital professionals are well-versed in the evolving regulatory landscape.

Session Leader: Roger King, Senior Labor and Employment Counsel, HR Policy Institute

10:00 – 10:15 am Break

10:15 – 11:15 am **Salons II & IV, 2nd Floor**

DEI Programs in Healthcare - Supporting Organizational Goals and Avoiding Risk

Nancy Holt, Chair of FordHarrison's Affirmative Action Compliance/OFCPP Defense practice group, and Luis Santos, FordHarrison's Deputy DEI Partner, will highlight recent and anticipated legal and administrative developments in DEI. Nancy and Luis will also discuss strategies for fostering an inclusive environment in the healthcare workplace that aligns with organizational goals, while addressing and mitigating potential legal risks associated with DEI initiatives.

Session Leaders: Nancy Holt and Luis Santos, FordHarrison LLP

11:15 – 11:30 am Break

11:30 am – 12:30 pm **Salons II & IV, 2nd Floor**

Internal Investigations Workshop - Sharpen Your Investigation Skills with an Interactive Complex Hypothetical Investigation Set in the Healthcare Workplace

Immerse yourself in a hands-on internal investigations workshop, tailored for the healthcare industry. Navigate a complex hypothetical investigation set within a healthcare workplace, sharpening your skills in addressing unique challenges and ensuring compliance with industry-specific considerations.

Session Leaders: Jeffrey Lehrer and Sarah Morton, FordHarrison LLP

12:30 pm Informal Lunch and Departure | **Charleston III, 2nd Floor**