



43rd Annual Employment Law Update Agenda

September 17, 2025

Presented by:



DAVIS & CAMPBELL L.L.C.

8:00-8:05am	Welcome – Phil Brandt, President & CEO, AAIM
8:05-9:45 am	The Andrea Lucas EEOC – Presented by David Lubben
	NLRB & OSHA Updates
	OSHA – Unleashing Prosperity Through Deregulation – Presented by Paul Burmeister
	Tracking Immigration Law In 2025 – Presented by Julie A. Noel
	DEI & Ames V. Ohio
	New DEI Initiatives from Executive Orders in 2025 - Presented by Paul Burmeister
	ADA Coverage for Former Employees & Retirees – Presented by Gaetano Urgo
	Artificial Intelligence in Employment
	Managing Employees Across Generational Lines – Presented by Abby J. Clark
9:45-10:05am	Federal Questions & Answers
10:05-10:15am	Break/Networking
10:15am-11:30am	State Specific Breakout Sessions
Illinois	Gender Affirmation Care and Transgender Healthcare
	Insurance Coverage for Transgender Healthcare – Presented by Julie A. Noel
	Regular Rate of Pay Under Illinois Minimum Wage Law
	Phasing Out Subminimum Wages – Presented by Gaetano Urgo
	The Status of E-Verify in Illinois – Presented by David Lubben
	Civil Claims for Workplace Chemical Exposures
	City of Chicago Ordinances Change to IDHR Investigative Procedures Workplace Chemical Exposures

	Changes to Chicago Employment Ordinances – Presented by Paul Burmeister
	Coming in 2026: More Artificial Intelligence Issues for Employers – Presented by Abby J. Clark
	Nursing Mothers in the Workplace Act Amendment
	Family Neonatal Intensive Care Leave Act – Presented by David Lubben
Indiana	New Statutory School Leave Entitlement
	South Bend Community School Corp. v. Grabowski: Re-Affirming At-Will Employment in Indiana
	Restrictive Covenants Round-Up – Presented by Justin Allen
Florida	Presented by Bret Yaw
Missouri	The Latest on Missouri Paid Sick Time
	Missouri Minimum Wage Law
	Weed At Work
	Alcohol Sales
	Hands Free Driving
	The CROWN Act (Applies in educational settings only, for now...)
	AI in MO – Presented by Burt Garland
11:30am-12:00pm	State Specific Q&A