

2027 Labor & Employment Seminar

Program Agenda

Thursday, February 4, 2027

5:00 – 6:30 p.m.	Cocktail Reception
Format	Casual Reception at local Tampa law firm with light hors d'oeuvres

Friday, February 5, 2027

8:00 – 8:30 a.m.	Registration & Continental Breakfast
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8:30 – 8:40 a.m.	Welcome & Opening Remarks
Format	Welcoming Address

8:40 – 9:40 a.m.	Keynote Address
Format	SCOTUS update and landscape overview for the year ahead in labor and employment law

9:45 – 10:45 a.m.	Panel 1 — Accommodations in the Modern Workplace: ADA, PWFA & Remote Work
Key Topics	• ADA and PWFA accommodation trends; EEOC enforcement priorities • Religious accommodation requests post-Groff v. DeJoy • Remote work as a reasonable accommodation — employer pushback & case law • Return-to-work friction and interactive process best practices

10:45 – 10:55 a.m.	<i>Break</i>
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10:55 a.m. – 12:10 p.m.	Panel 2 — Artificial Intelligence in Labor & Employment Practice: Implementation and Ethics
Key Topics	• How plaintiffs' counsel are using AI in case development and discovery • How employers and defense counsel are deploying AI tools • AI in hiring/screening — disparate impact exposure under Title VII and EEOC guidance • How judges are managing AI-generated filings and evidence

12:10 – 12:30 p.m.	Lunch will be served buffet style. Attendees should use this time to obtain lunch and return to their tables before the program resumes at 12:30 p.m.
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12:30 – 1:30 p.m.	Lunch & Moderated Discussion
Format	Moderated informal conversation, off-the-bench perspective with Chief Judge William Pryor, U.S. Court of Appeals for the Eleventh Circuit, and Judge Kathryn Kimball Mizelle, U.S. District Court, Middle District of Florida.
Suggested Topics	• What counsel do well (and poorly) in labor and employment cases before the court • Professionalism and civility — the judge's perspective

1:30 – 1:45 p.m.	<i>Break</i>
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1:45 p.m. – 2:45 p.m.	Panel 3 — EEOC Update
Key Topics	• DEI • Religious discrimination • Transgender rights. • Federal agency rollbacks and Title VII enforcement landscape • Military and government employment — current rules and litigation • Jurisdiction-by-jurisdiction overview of challenges and holdings

2:45 – 2:55 p.m.	<i>Break</i>
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2:55 – 4:10 p.m.	Panel 4 — Lawyer Wellbeing & Mental Health in L&E Practice
Key Topics	• Representing a diverse client population — emotional demands on counsel • Avoiding unnecessary adversarial conduct; civility as a mental health strategy • Recognizing burnout and when to seek help • Bar resources and ethical obligations around lawyer impairment • Building sustainable practice cultures at firms and in legal departments

4:10 – 4:15 p.m.	Closing Remarks & Adjourn
Format	Chair closes; CLE credit reminders; announcements