



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Chicago District Office

Labor and Employment Law Update: Direct from the Feds!

July 26, 2023

11:00 am – 5:35 pm ET

10:00 am – 4:35 pm CT

9:00 am – 3:35 pm MT

8:00 am – 2:35 pm PT

AGENDA

Time Presentation

9:30 am Virtual Environment Opens

10:00 am **Opening Remarks**

Diane Smason, Acting District Director, EEOC Chicago District Office

10:10 am **Update by the DOL Immigrant and Employee Rights (IER) Section**

Liza Zamd, Senior Trial Attorney, U.S. Department of Justice, Immigrant and Employee Rights Section (IER), Washington, D.C

Artificial Intelligence (AI) discrimination: Cautionary tales of AI and immigration-related discrimination. The session discusses how employers, sometimes unknowingly, may unlawfully discriminate against workers when relying upon automated systems, programs, and other technology. It also provides employers with timely information about upcoming changes to the Form I-9, remote inspection policy, and strategies to avoid discrimination.

11:10 am Break

11:25 am **EEOC Update**

Sharyn A. Tejani, Associate Legal Counsel, EEOC Office of Legal Counsel, Washington, D.C.

This session focuses on the new federal Pregnant Workers Fairness Act (PWFA), lessons learned after the COVID-19 pandemic related to Title VII and ADA protections for employees who have caregiving responsibilities at home, and recent court decisions.

12:25 pm Lunch

Maria Flores
(414) 662-3699
maria.flores@eeoc.gov



EEOC

TRAINING INSTITUTE

1:00 pm **OSHA Update**

Peter Vassalo, Counsel for Special Litigation, U.S. Department of Labor, Office of the Solicitor, Division of Occupational Safety and Health, Washington, D.C

This session provides an overview of the Occupational Safety and Health Act (OSHA), discusses how Health, Safety and Environment (HSE) policies can complement comprehensive labor and employment compliance programs, and addresses the intersection between OSHA and civil rights laws.

2:00 pm **Break**

2:15 pm **NLRB Update**

Angie Cowan Hamada, Regional Director, National Labor Relations Board (NLRB), Region 13, Chicago, IL

This session discusses recent NLRB decisions and General Counsel initiatives, including emerging issues regarding severance agreements and unlawful surveillance.

3:15 pm **Break**

3:30 pm **WHD Update**

Fidel Arroyo Jr., Community Outreach & Resource Planning Specialist (CORPS), U.S. Department of Labor, Wage and Hour Division (WHD), Chicago District Office

This session provides updates on the WHD's enforcement of the child labor protections under the Fair Labor Standards Act (FLSA), and changes to the federal nursing mother provisions under the Pump for Nursing Mother Act (the PUMP Act). It also provides a FLSA refresher on the basics: hours worked, overtime, exemptions, and independent contractors. It also discusses how the Family and Medical Leave Act (FMLA) applies to individuals with mental health conditions.

4:30 pm **Closing Remarks**

Diane Smason, Acting District Director, EEOC Chicago District Office

4:35 pm **Adjourn**



EEOC

TRAINING INSTITUTE

REGISTRATION FEE: \$295.00 per person

ENROLL HERE: [Chicago Virtual Workshop](#)

CREDITS:

HRCI – HRCI – *“This Program has been approved for 5.00 Webinar/Webcast/Podcast recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).”*



“The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.”

SHRM – This program has been approved for 5 credit hours. U.S. EEOC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®

CLE – seeking credits for IA, MN, ND, and WI. This program is not eligible for CLE credits by the Illinois Minimum Continuing Legal Education Board.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (5 hours).

Maria Flores
(414) 662-3699
maria.flores@eeoc.gov



EEOC

TRAINING INSTITUTE

PRESENTER BIOGRAPHIES



**Fidel Arroyo Jr., Community Outreach & Resource Planning Specialist (CORPS)
US Department of Labor, Wage and Hour Division (WHD), Chicago District Office**

Fidel Arroyo's responsibilities include prioritizing and directing resources and investigations to where the data and evidence show the problems are largest. Mr. Arroyo oversees maintaining and coordinating relationships with foreign, intergovernmental, and National Office delegations. Mr. Arroyo also educates the public about programs and resources that promote labor rights and protections to protect and enhance the welfare of the nation's workforce.



**Angie Cowan Hamada, Regional Director, National Labor Relations Board (NLRB),
Region 13, Chicago, IL**

Angie Cowan Hamada is the Regional Director of Region 13 of the National Labor Relations Board. Prior to starting as Regional Director in July 2022, Director Hamada was a shareholder at Allison, Slutsky & Kennedy based in Chicago where she represented unions and employees in labor and employment law matters before state and federal agencies, courts, as well as in arbitration, mediation, and negotiations. Ms. Hamada graduated from Chicago Kent Law School in 2005 with a certificate in Labor and Employment Law. Ms. Hamada was also previously a Commissioner on the Cook County Human Rights Commission and Chaired that Commission. Director Hamada was previously the program co-chair of the ABA's Developing Labor Law Section and was on the Board of Editors of the treatise *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*.



Diane Smason, Acting District Director, EEOC Chicago District Office

Diane I. Smason is currently serving as Acting District Director of the Chicago District Office of the United States Equal Employment Opportunity Commission. Ms. Smason became deputy director in January 2020, having started as an EEOC trial attorney in 1998. Ms. Smason oversees the Enforcement, ADR, Federal Sector Hearings, Outreach and Education, and State, Local, & Tribal Programs for the district's offices in Chicago, Milwaukee, and Minnesota. The Chicago District includes the states of Illinois, Iowa, Minnesota, North Dakota, South Dakota, and Wisconsin. While an EEOC attorney, she litigated and supervised a wide variety of matters, including class and systemic cases, under Title VII, the ADA, and the ADEA. She regularly speaks about the EEOC and all areas of federal employment discrimination law.

Prior to the EEOC, Ms. Smason was an associate at Sonnenschein Nath & Rosenthal in Chicago practicing labor and employment law and general commercial litigation. Ms. Smason also served as a judicial law clerk to the Honorable Bernard A. Friedman of the United States District Court for the Eastern District of Michigan. Ms. Smason attended the University of Michigan Law School and has a B.A. in English and Political Science from the University of Pennsylvania.

Maria Flores
(414) 662-3699
maria.flores@eeoc.gov



EEOC

TRAINING INSTITUTE



Sharyn A. Tejani, Associate Legal Counsel, EEOC Office of Legal Counsel, Washington, D.C.

Sharyn A. Tejani joined the EEOC as an Associate Legal Counsel in the Office of Legal Counsel of the Equal Employment Opportunity Commission in March 2022. Ms. Tejani oversees and directly works on developing regulations, guidance, and other documents regarding Title VII and the Pregnant Workers Fairness Act. Ms. Tejani also coordinates the EEOC's litigation regarding its regulations and guidance. Prior to joining the EEOC, Ms. Tejani worked at the National Women's Law Center and the Civil Rights Division at the Department of Justice, among other positions. Ms. Tejani graduated from Yale University and the Georgetown University Law Center.



Peter Vassalo, Counsel for Special Litigation, U.S. Department of Labor, Office of the Solicitor, Division of Occupational Safety and Health, Washington, D.C

Peter Vassalo is the Counsel for Special Litigation in the DOL Office of the Solicitor, Division of Occupational Safety and Health. In this role, Mr. Vassalo focuses on enforcement-related matters, which includes the oversight of OSHA's egregious enforcement program, major corporate-wide settlement agreements, and other significant enforcement actions, including ergonomics, criminal matters, as well as OSHA's COVID enforcement efforts. Mr. Vassalo is also the point person in the enforcement of OSHA's Process Safety Management standard, which includes the development of enforcement policy with respect to this standard. Mr. Vassalo received his B.A. from the University of Michigan in 1993, and his J.D. from Case Western Reserve University in 1996.



Liza Zamd, Senior Trial Attorney, U.S. Department of Justice, Immigrant and Employee Rights Section (IER), Washington, D.C

Liza Zamd investigates and prosecutes employment discrimination based on citizenship status, national origin, unfair documentary practices, and retaliation. In her time at the DOJ, Ms. Zamd has developed substantial experience with large, complex matters involving a pattern or practice of discrimination. In addition to her enforcement work, Ms. Zamd frequently travels throughout the United States to train attorneys, advocates, and government officials on compliance.