



Legislative Changes and Legal Update

DATE: Jul 17, 2024
TIME: 9:00 am – 10:30 am
Location: Virtual – Zoom

Legislative Changes and Legal Update: Downs Rachlin and Martin attorneys Sarah Butson, Andrea Wright and John Maitland will provide a detailed overview of the significant changes in federal law and Vermont state law over the past year. In addition to providing a summary of the specific changes, they will focus on practical applications to help you consider the impact of these new requirements on your workforce. Please join us.

About our speakers:

		
John Maitland, Director John helps clients manage their daily labor relations activities in ways that are consistent with their organizations' overall labor philosophies. He knows the practical and legal considerations of both non-union and unionized workforces, and he helps employers identify and implement effective solutions to difficult challenges such as responding to allegations of harassment, developing a plan for employees who are unable to return to work, addressing complicated performance issues, or providing proper interpretations of the collective-bargaining agreement. John also regularly negotiates collective bargaining agreements	Sarah Butson, Associate Sarah focuses her practice on all avenues of employment and labor law. Sarah counsels employers on a myriad of employment law compliance and human resource issues including hiring, discipline, termination, reductions in force, wage and hour practices, investigations, and sexual harassment. She is an experienced litigator and has defended employers in complex class and collective actions and has represented employers in federal and state court and administrative tribunals in matters involving wrongful discharge, discrimination, and wage and hour disputes. Sarah was previously a Labor & Employment Associate with an international law	Andrea Wright, Of Counsel Andrea provides employment and labor counsel to clients in areas including employment compliance and employment policies, paid leave laws, and marijuana and drug testing laws. Her extensive background includes representing employers in matters pending at federal and state agencies, including the EEOC, the Vermont Attorney General Civil Rights Unit, Massachusetts Commission Against Discrimination and National Labor Relations Board. She also has experience in employment tax matters, including short and long-term executive compensation agreements. Before joining DRM, she served as in-house counsel for the largest privately-held wholesale grocery supply company in the U.S. In this role, she successfully

for numerous regional health care clients, higher education clients, and other entities by collaborating with senior management and negotiation teams to develop effective strategies for negotiations. When the need arises, John provides effective and zealous representation in arbitrations and in front of the National Labor Relations Board.	firm in Boston, Massachusetts.	managed labor and employment litigation in federal and state courts. Andrea is known for offering innovative solutions and actively listening to understand her clients' risk tolerance. Whether she is interviewing a witness about a sensitive topic or delivering difficult advice, her ability to listen and comprehend is paramount. She excels at managing conflicts and building trust.
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