

employment intelligence

PUERTO RICO REGIONAL EMPLOYER | San Juan, Puerto Rico | November 13, 2025

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 9:15 a.m.

Welcome Remarks

9:15 a.m. – 10:15 a.m.

The Ever-Evolving Workplace

Through a series of short interviews and reports, in talk-show style, our speakers will discuss hot topics and trends in the world of labor and employment law. This highly entertaining and interactive session will provide a quick overview of changes impacting our workplaces and influencing how HR and employment law professionals address their job responsibilities today and in the coming years.

10:15 a.m. – 10:30 a.m.

Break

10:30 a.m. – 11:30 a.m.

AI in the Workplace: Legal Risks and Realities

As artificial intelligence tools become increasingly embedded in workplace operations, employers must be aware of the legal implications that may arise—not only in day-to-day processes but also in potential litigation. This panel will explore key legal considerations employers should evaluate when integrating AI into internal workflows. For instance, recording meetings or interviews—even with full consent—can create evidentiary risks in future legal proceedings. Similarly, the use of AI in operational systems may trigger disclosure obligations to clients, vendors, or third parties.

Through real-world examples and emerging case law, this session will examine the legal controversies surrounding AI in the workplace and offer practical guidance on mitigating associated risks.

11:30 a.m. – 12:30 p.m.

30 Years of Lessons Learned: Evolving Together Through Legal and HR Challenges

This panel reflects on three decades of litigation, strategic advice, and collaborative problem-solving. Through candid discussion of pivotal moments—both triumphs and setbacks—our panel will explore how enduring partnerships between legal and HR teams have shaped today's best practices. Attendees will gain insights into the evolution of workplace risk management, compliance strategies, and the human side of navigating complex organizational challenges.

12:30 p.m. – 1:45 p.m.

Lunch

1:45 p.m. – 2:45 p.m.

What Not to Wear: Unraveling Dress Codes in the Workplace

Dress codes are often designed to promote professionalism, ensure safety, and reflect a company's brand identity—but they can also unintentionally reinforce cultural, gender, and racial norms. This panel will explore the complex legal and social dimensions of workplace dress codes, including how they can lead to disputes, exclusionary practices, and legal challenges. Through real-world examples and case law, we'll examine how dress codes intersect with issues of race, sex, gender identity, and cultural expression. Attendees will gain practical strategies for crafting inclusive, equitable, and legally sound dress code policies that reflect today's diverse workforce.

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

The 2025 Employment Law Update

This fun-filled, fast-paced year-in-review is a must-attend session for every employment counsel and HR executive who wants to stay on top of the ever-changing developments in employment and labor law. Our terrific panel will elucidate on the employment law implications of the latest court cases, legislative and regulatory activities and crucial developments that have occurred during the course of the last year that are expected to impact your workplace and your responsibilities during the rest of this year and beyond.

4:00 p.m.

Closing Remarks and 30th Anniversary Celebration

Join us for a special cocktail event celebrating the Firm's 30th Anniversary and in recognition of our long-standing partnership with our clients and friends!