

Vorys at Work Podcast

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Crossover Episode: ChatGPT, AI and HR

On this crossover episode, Vorys At Work Podcast host [Chaz Billington](#), a labor and employment partner in the Vorys Cleveland office, joins Vorys IP Podcast guest host [Mike Messinger](#), an IP partner in the Vorys Washington, D.C. office, to discuss the new generative AI tools from an HR perspective. The two also cover best practices for using these new tools.

Featuring: Vorys Partners [Mike Messinger](#) and [Chaz Billington](#)

Special Episode: OSHA Vaccine Mandate

In special edition of the Vorys at Work Podcast, we present a previously recorded webinar which focused on the OSHA's Private-Sector Vaccination/Testing Mandate. Vorys Partner and host Chaz Billington introduces the episode as well and provides recent updates to the emergency temporary standard (ETS). Throughout this episode Vorys labor and employment attorneys from our COVID-19 task force will discuss how the ETS will impact your business and the legal challenges you may face with the new requirements and will also address the rule issued by the Centers for Medicare & Medicaid Services (CMS) requiring workers at Medicare and Medicaid participating facilities to be vaccinated. [Play episode.](#)

The Vorys attorneys featured on this special episode of the Vorys at Work podcast are:

[Robert A. Harris](#) [Benjamin A. Shepler](#)

[Daniel J. Clark](#) [Chaz Billington](#)

[Elizabeth Howard](#) [Robin P. Amicon](#)

[J. Liam Gruzs](#)

EPISODE 11: New Episode: Interview with a Plaintiff's Attorney: Advice from the Other Side of the Pleading

In this edition of the Vorys at Work Podcast, Vorys Partner Chaz Billington is joined by Granovsky & Sundaresh Co-Founder, Alex Granovsky. As a member of the plaintiffs' bar, Alex provides his unique perspective on common issues, procedures and practices seen in the world employment law today. The

conversation touches on topics including recent developments in Ohio employment legislation, mediation strategies, typical employee grievances and more. [Play episode.](#)

Featuring: [Alex Granovsky](#) co-founder of Granovsky & Sundaresh PLLC and [Chaz Billington](#)

EPISODE 10: Ohio's Tidal Wave of Employment Litigation and How to Prepare

Employers large and small in Ohio have been caught up in a tidal wave of employment litigation following an overhaul of the state's employment discrimination laws. Join Chaz Billington, partner in Vorys' labor and employment group, and Angela Simmons, associate general counsel for Parker-Hannifin Corporation, as they discuss best practices to help your organization prepare to defend itself after being sued. For employers unfamiliar with employment litigation, this episode will provide a checklist of critical steps to take after being sued. For employers familiar with employment litigation, this episode will provide best practices and protocols for saving time and defense costs. [Play episode.](#)

EPISODE 09: Data Privacy Important with Employees Working From Home Amid COVID-19

As lockdowns continue across the country, employers face new coronavirus-related legal developments seemingly every day. But in addition to all the new legislation in the CARES Act and elsewhere, compliance with other long-established regulations is still critically important. Among those fundamental requirements, work--related privacy rules are among the most significant. Privacy restrictions that existed long before the pandemic apply now more than ever, with potentially devastating consequences for mistakes. In this episode of the "Vorys at Work" podcast, [Lisa Pierce Reisz](#), a partner in the Vorys privacy group, joins [Jackie Ford](#), a partner in the Vorys labor and employment group, to provide an overview of some of the most important privacy issues employers are now facing and offer practical advice for staying ahead of them. [Play episode.](#)

EPISODE 08: Special Episode: Vorys on Call: Coronavirus

In this special episode of "Vorys at Work," we feature a recording of a program called "Vorys on Call: Coronavirus." This was program presented on Thursday, March 19, 2020, by Vorys attorneys from several practice areas and disciplines. The attorneys came together to share their considerations as businesses navigate the business and legal-related issues tied to COVID-19. [Play episode.](#)

The Vorys attorneys featured on this special episode of the Vorys at Work podcast are:

[Robert A. Harris](#) [Christine M. Poth](#)

Jolie N. Havens Robert A. Bell, Jr.

Elizabeth Farrar Thomas E. Szykowny

The related items referenced in the podcast can be found at the links below:

- To learn more about the Families First Coronavirus Response Act (FFCRA) provisions mentioned in this episode that impact employers, [click here](#).
- To learn more about the FFCRA provisions that impact health care providers, [click here](#).
- To see all of Vorys' resources and content around the COVID-19 pandemic, visit www.vorys.com/coronavirus

EPISODE 07: Gender Identity & Expression in the Workplace

In this episode of "Vorys at Work," [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with the Equality Ohio Executive Director [Alana Jochum](#), for practical advice about accommodating various aspects of gender expression in the workplace. Equality Ohio advocates and educates to achieve fair treatment and equal opportunity for all Ohioans regardless of their sexual orientation or gender identity or expression. [Play episode](#).

The related item referenced in the podcast can be found at the link below:

- [Equality Ohio](#)

EPISODE 06: You've Got a Secret: HR's Role in Trade Secret Protection

Everyone, everywhere, has secrets. And when those secrets are important to your business, it's critical that you protect them from disclosure, neglect, and outright theft. In this episode of "Vorys at Work," [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with Vorys Partner [Carey Jordan](#) about some of the most common and serious trade secret issues employers should be aware of and how to protect these critical company assets. [Play episode](#).

EPISODE 05: Employment Issues in the Gig Economy

In the gig economy, workers make their living through irregular short-term assignments, typically on an independent contractor basis. The number of gig employees is steadily increasing and the "gig" business model is growing in the broader business sector. In this episode, [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with [Nelson Cary](#), a partner in the Vorys labor and employment group, about what legal issues employers should be aware of when using gig workers and other independent contractors. [Play episode](#).

The related items referenced in the podcast can be found at the links below:

- [Vorys on Labor blog](#)
- [Vorys on Labor article on the SuperShuttle decision](#)

EPISODE 04: Opioids In The Workplace

According to research by the American Psychiatric Association, nearly a third of all Americans say they know someone who is or has been addicted to opioids or prescription painkillers. In this episode of “Vorys at Work,” [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with Vorys health care lawyer and registered nurse [Robin Amicon](#) about the pharmacology of opioid addiction and about testing, training, and accommodation issues for employers dealing with opioid-related issues. [Play episode.](#)

Jackie also recently authored an article on this topic for *Corporate Counsel* titled "[America's Opioid Crisis: What Employers and Their Counsel Need to Know](#)"

EPISODE 03: Medical Marijuana in the Workplace

With medical marijuana rapidly becoming legal in many states yet remaining illegal under federal law, it can be difficult for employers to stay up to date. [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with Vorys attorney [Mike Griffaton](#) about what the implications are regarding these laws, how to anticipate their impact, and the steps you should be taking now to adapt your organization to those changes. [Play episode.](#)

EPISODE 02: Immigration: Employers in the Middle

With U.S. immigration policy changing seemingly every day, and enforcement actions on the rise, employers have been thrown into the middle of one of the most contentious issues in America today. [Jackie Ford](#), a partner in the Vorys labor and employment group, talks with Vorys immigration attorney [Dave Cook](#) about the most serious immigration issues U.S. employers are facing and how best to adapt to them. [Play episode.](#)

EPISODE 01: Managing the Me Too Backlash

This episode focuses on the #MeToo movement and the unintended consequences surrounding the phenomena – and specifically the “#MeToo backlash” that has created its own set of potential legal risks. [Jackie Ford](#), a partner in the Vorys labor and employment group, discusses the forms that backlash is taking and some practical steps for protecting your organization from it. [Play episode.](#)

The two related items referenced in the podcast can be found at the links below:

- [Bloomberg](#) article: "[Wall Street Rule for the #MeToo Era: Avoid Women at All Cost](#)"
- [EEOC Select Task Force on the Study of Harassment in the Workplace Report](#)