



SRA INTERNATIONAL
ANNUAL MEETING

CHICAGO 2024

OCTOBER 26-30

HUMAN RESOURCES & EMPLOYMENT LAW ROUNDTABLE

Kevin Titus, Cincinnati Children's Hospital
Jennifer Woodward, PhD., University of Pittsburgh
Tom Gilbertsen, Dueffert Gilbertsen PLLC
Evan Roberts, SRAI

Moderator, Kevin Titus

**Sr. Business Director
Cincinnati Children's Hospital**

Allergy & Immunology Division

and

Asthma Research Division



Society of Research Administrators International

Distinguished Faculty

Co-Chair – Distinguished Faculty

Panelist, Jennifer Woodward, PhD

Vice Chancellor for Sponsored Programs and Research
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University of Pittsburgh

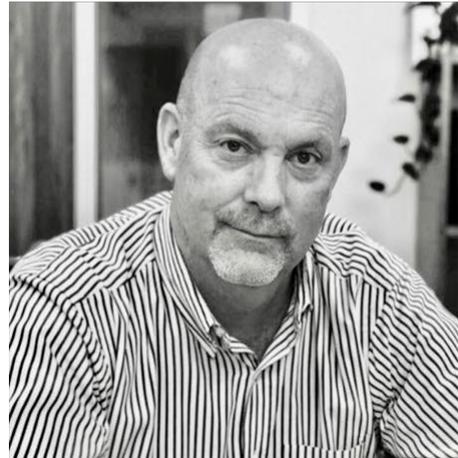
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DISCLAIMER!

We also have to include the very important disclaimer that none of our panelists (or the moderator) is participating as a representative of SRAI or of their employer and you should not take this material as specific legal or tax advice or act on it without consulting with your own legal or tax counsel.

REMOTE EMPLOYMENT ISSUES

- wage and hour classifications: contractor v. employee
- at employer's convenience v. employee
- accommodating remote work under ADA
- which state's law governs taxation/unemployment/etc.
- business registration and taxation issues still in flux
- develop criteria and performance policies/metrics
- controlling unauthorized access to confidential info
- productivity challenges/opportunities
- workplace injuries
- teambuilding and mission cohesion

STATUS OF LAW ON RESTRICTIVE COVENANTS

Governed by state law historically

- most states permit where reasonable
- increasingly banned w/ exceptions
- California approach
- frequent issue: which law governs

FTC promulgated rule banning most non-competes

- few exceptions
- federal court enjoined rule in August
- currently on appeal in 11th Circuit