



Employment law problems are different from other commercial legal problems. Employment lawsuits, labor disputes, or workplace safety risks—to name a few—can damage employee morale, affect your public image, and hit the bottom line hard. What’s more, the motives of your management are often at issue. We can help.

Lawyers at Constangy handle all aspects of labor and employment law on behalf of employers.

Class Action Defense

Employment Litigation Prevention and Defense

Labor Relations

Affirmative Action

Occupational Safety and Health

Wage and Hour Law

Employee Benefits and ERISA Litigation

Business Immigration

Trade Secrets

Workers’ Compensation

www.constangy.com



Ahoy there, mateys! It is time for the best labor & employment seminar on the seven seas. As the dangers of navigating the world of human resources and employment law continue to change and grow, staying up to speed and preparing for the future become even more important. From uncertain legislative action, unpredictable juries and unprecedented lawsuits, human resource professionals, legal counsel and business owners are facing new challenges on a daily basis. To keep your business from crashing into the rocks and your treasures from being pillaged by the pirates, you need to chart your course in advance and plot out your strategies for success. Staying abreast of the latest rules and regulations, legal developments and compliance strategies will make for smooth sailing. Please join us as we sail the seven seas of labor and employment law at the Constangy, Brooks, Smith & Prophete 2019 employment law seminar. This day-long event offers 11 informative sessions of all of the latest information and practical advice needed to avoid an HR shipwreck.

The Constangy, Brooks, Smith & Prophete, LLP Labor & Employment Law Workshop is an interactive program designed for human resource professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, as well as a continental breakfast, lunch and parking. The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our employment lawyers. Participants in previous years’ programs have told us that this is the most valuable seminar they attend all year.

To Register

Register and pay online at www.constangy.com, or complete the attached registration form and mail it with payment to Constangy, Brooks, Smith & Prophete, LLP at 230 Peachtree St NW Suite 2400 Atlanta GA 30303. Forms may also be faxed to 404.525.6955 or emailed to rpugh@constangy.com.

Registration Fee

The cost is \$195 per person for the first registrant from a company and \$175 for each additional person from that company. The fee includes all reference materials, continental breakfast, lunch, and parking.

Accommodations

For a listing of nearby hotels, please contact Rebecca Pugh at 404.230.6763 or rpugh@constangy.com

The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience.



Continuing Education Credit

It is the tradition of Constangy, Brooks, Smith & Prophete, LLP to provide programs that meet the CLE requirements of the State Bar as well as certification credits through the Society for Human Resource Management and HR Certification Institute. This program has been submitted for 6.0 general credits.

For more information, contact Rebecca Pugh at 404.230.6763 or rpugh@constangy.com.

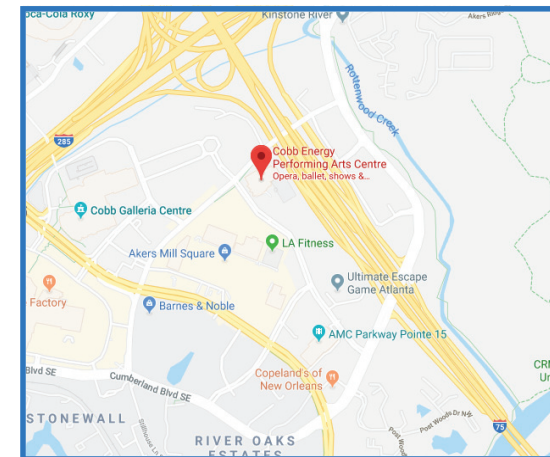
To learn more about dates and locations of workshops in other cities, visit www.constangy.com, or call your Constangy attorney.

Cobb Energy Performing Arts Centre

2800 Cobb Galleria Pkwy, Atlanta, GA 30339

NEW LOCATION THIS YEAR

Thursday, MAY 16, 2019



SAILING
THE
SEVEN SEAS
AVOIDING AN HR SHIPWRECK

Annual Labor & Employment Law Workshop
Cobb Energy Centre | Atlanta, GA
Thursday, May 16, 2019



You may also register and pay online at www.constangy.com

(Please Print)
In Atlanta on May 16, 2019 (Deadline May 9)

Name _____

Email _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop
(first attendee from company): \$195 _____

One-day employment law workshop
(each additional attendee from company): \$175 _____

Total Fees Remitted: _____

Credit Card Payment: MC VISA Am. Exp.

Card Number _____ Expiration Date _____

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Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Constangy, Brooks, Smith & Prophete at 230 Peachtree St NW Suite 2400, Atlanta, GA 30303. Forms may be faxed to 404.230.6763 or emailed to rpugh@constangy.com.

Written cancellations that arrive at least one week prior to the event will be refunded.



**8:00—8:30 All Aboard:
Registration & Continental Breakfast**

8:30—8:45 Introduction

8:45—10:00

**The Newest Scuttlebutt:
Recent Developments in Employment Law** [Tim Newton](#)

As every sailor knows, the crew must be prepared for whatever the seven seas may hold. Employers are no different. They must be ready to respond to the onslaught of court opinions, new regulations, and laws that shape how we conduct our operations. This presentation will address the significant court cases, government regulations and other legal developments from the last year that impact a company's day-to-day employee relations issues and address practical responses to these changes.

**10:00—11:15 Finding Your Sea Legs
Protecting Your Treasure: Understanding the FLSA
Exemptions** [Frank Shuster](#)

As FLSA lawsuits continue to dominate the court dockets, successfully applying the FLSA white collar exemptions remains critical for employers of all sizes. Further complicating the issue is the local scuttlebutt that the Department of Labor plans to issue a Notice of Proposed Rule Making regarding the exemptions in early 2019. With these constantly shifting tides, employers need to stay updated and informed. This session is designed to assist employers in navigating these murky waters and to provide practical advice on protecting their treasures.

New Buccaneers: Avoiding Mistakes in the Hiring Process
[Joe Murray](#)

A ship is only as good as its crew, and you should demand nothing but the best in yours. This session explores the major legal reefs you must navigate when assembling your mateys, including background checks, equal opportunity employment, salary requests, social media reviews, and the use of artificial intelligence to screen applicants. Learn how to tell the seadogs from the landlubbers, as we help you tackle these challenging hiring issues.



11:15—11:30 Sail Ho! (Coffee Break)

**11:30—12:30 Maintaining the Course
Shiver Me Timbers: Addressing Intermittent FMLA and Other
Complicated Leave Issues** [Alyssa Peters & Jarrett Spence](#)

Family and Medical Leave Act (FMLA) and other non-routine requests for medical leave can lead to a real shipwreck if not handled appropriately. This interactive session will help your ship's captain handle complex and nuanced FMLA issues and provide tips for curbing intermittent FMLA abuse. The discussion will include when to seek recertification, how to handle underperformers on a reduced schedule, and how to request a second opinion. This presentation will also address best practices to avoid unexpected pitfalls including the tricky interplay between the ADA and workers' compensation laws.

**Mutiny on the High Seas: Managing Employees in an
Entitlement Era** [Tom Scroggins](#)

From dress code violators to employees posting about work on social media, managing difficult employees can be a real headache. This presentation will cover employer obligations and employee rights as it relates to issues such as whether you need to allow your employees to work from home and how to control use of cell phones at work. Questions such as whether you can enforce your no-tattoo policy and whether you can fire an employee who called out sick but tweeted that they were on the beach (and much more) will be answered during this lively and practical session.

12:30—1:45 A Visit to the Galley (Lunch)

**1:45—3:00
Walk the Plank: Test Your Termination Knowledge**
[Jonathan Martin](#)

Before you send an employee for a walk off the plank, you need to consider the many legal pitfalls waiting to sink your ship. Join us for this interactive session to test your knowledge regarding termination do's and don'ts, and the myriad of legal issues swirling around the termination of an employee. This session will provide answers to all of your termination questions, and provide practical advice to avoid becoming shark bait.



All Hands on Deck: Adapting to a Gig Economy [Tim Newton](#)

Thanks to the advances of modern technology, employers now have greater flexibility than ever before in filling staffing needs and developing flexible working arrangements. Likewise, employees are demanding greater flexibility in assignments and working arrangements. This has led to the development of what is often referred to as the "gig" economy. This presentation will discuss the legal implications that come along with gig employees and help you decide whether such an arrangement may or may not be the right fit for your business.

3:00—3:15 Fire in the Hole! (Snack Break)

3:15—4:30 The Final Voyage

Setting the Course: Navigating #metoo Claims
[Brooke Nixon](#)

Sexual harassment lawsuits and charges of discrimination are now on the rise, and employers must be equipped with the right tools to prevent incidents in the workplace and minimize risks to the crew. Having an anti-harassment policy and periodic training is not enough to keep you out of dangerous waters. This session will address challenging issues, such as handling complaints brought against chief level officers, and explore the best methods for conducting difficult investigations. We will also chart a course for your company to develop progressive strategies to ensure your ship can sail smoothly.

Swabbing the Deck: Changes to the Obama-Era NLRB
[Leigh Tyson](#)

Join us as we look through the spyglass at the past two years of the NLRB under the Trump administration, including changes to the rules regarding handbooks, status on joint employers and the makeup of the Board. We will also look to the future to see what lies ahead so that we can prepare your ship for the next voyage.