



Agenda

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. And 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



General Info

The past year in labor and employment law has been a wild ride. From aggressive administrative agencies to precedent-setting court decisions and outrageous plaintiffs' attorneys, the need for employers to prepare for turbulence has never been greater. It is important for legal counsel, human resource professionals, and business owners to stay abreast of the latest travel advisories and prepare for every contingency. Travel to the Constangy, Brooks, Smith & Prophete 2015 Labor and Employment Law Workshop for all of the latest information and much needed practical advice. This program offers nine informative sessions designed to help you develop winning strategies for your workplace.

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, online access to presentations and materials, as well as a continental breakfast, lunch and cocktail reception at the end of the day. 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 Rebecca Foye, Constangy, Brooks, Smith & Prophete at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303. You may fax in your registration form and mail in payment. Forms may be faxed to (404) 525-6955, or e-mailed to rfoye@constangy.com.

Registration Fee

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

Accommodations

Space may be available at the connecting hotel, the Renaissance Waverly Hotel, 2450 Galleria Parkway, Atlanta, GA 30339, Phone: 770-953-4500.

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.



General Info

Cobb Galleria Centre

Two Galleria Parkway, Atlanta, GA 30339 • (770) 955-8000

Thursday, May 14, 2015

Cobb Galleria Centre is located in prestigious Northwest Atlanta at the intersection of I-75 and I-285, just 25 minutes from Atlanta's Hartsfield-Jackson International Airport and minutes from downtown and Buckhead.

If Traveling Northbound On I-75

(or coming from Atlanta's Hartsfield-Jackson International Airport) If traveling north or south on I-75 take Exit 258/Cumberland Boulevard. Go west on Cumberland Boulevard and proceed to Cobb Parkway/US 41. Turn right on Cobb Parkway and go 7/10ths of a mile to Galleria Drive. Turn right onto Galleria Drive and right again into the Cobb Galleria Centre parking deck.

North/East Directions From I-285

If traveling north or east on I-285 take Exit 19/Cobb Parkway/US 41. Turn right onto Cobb Parkway and move into the left-hand turning lane. Turn left onto Galleria Drive and right into the Cobb Galleria Centre parking deck.

South/West Directions From I-285

(Stone Mountain/Athens):

If traveling south or west on I-285 take Exit 20/Cobb Parkway/US 41. Turn left onto Cobb Parkway and go under I-285. Make a left-hand turn at the second traffic light onto Galleria Drive and turn right into the Cobb Galleria Centre parking deck.

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. This program is pending approval for 6.0 general credits from HRCI.

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



CONSTANGY
BROOKS, SMITH &
PROPHETE LLP



**Your Ticket to a
First Class Workplace**

**Constangy, Brooks, Smith & Prophete's
Annual Labor &
Employment Law Workshop**

ATLANTA
Thursday, May 14, 2015
Cobb Galleria Centre



Registration

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

(Please Print)
In Atlanta on May 14, 2015 (Deadline May 7)

Mr./Ms./Mrs. _____

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

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

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

Total Fees Remitted: _____

Credit Card Payment: MC VISA Am. Exp.

Card Number _____ Expiration Date _____

Name on card: _____

Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Rebecca Foye, Constangy, Brooks & Smith at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303 (or fax 404-525-6955.)

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



Agenda

**8:00-8:30 Preboarding:
Registration & Continental Breakfast**

8:30-8:40 Welcome Aboard

**8:40-9:40 Travel Update
Changes to Your Itinerary:
Recent Developments in Employment Law
Timothy Newton**

Every year, employers are faced with the task of changing how they do business to adapt to new laws and regulations; perverse decisions by the National Labor Relations Board, Department of Labor and Equal Employment Opportunity Commission; and creative new legal claims by plaintiffs' attorneys. This session will review the most important new developments in labor and employment law, and it will attempt to provide practical advice to employers to assist their efforts to manage their businesses in the face of these new developments.

**9:45-10:45 Travel Destinations
Travel Rewards: Understanding Your Benefits
Dana Thrasher**

Earn frequent flyer miles, redeemable at workplaces everywhere, when you attend this presentation on the Affordable Care Act. Please join our benefits attorney as she covers ongoing compliance issues, including employer reporting and compliance requirements for 2015, and strategies in managing costs and meeting obligations.

**Beware of Hidden Service Charges:
Navigating FLSA Issues
Timothy Newton**

Savvy travelers watch for service charges and extras to control the costs of their trips. Likewise, companies need to manage their employees' work activities to control costs. Recent court cases have highlighted the importance of understanding when preliminary and postliminary activities, such as using personal devices, working at home, and engaging in shift change activities, might be compensable. This session will explore when these activities must be paid, and what the employer can do to control these costs. We will also provide an update on the status of the proposed changes to the regulations governing the white collar exemptions.



Agenda

**10:45-11:00 In Flight Service—
Morning Break**

**11:00-12:00 Travel Desinations
Grounding Your Frequent Flyers:
Preventing FMLA Abuse
Steven Hopkins**

Are your employees often missing their scheduled flights or making questionable visits to the sick bay? FMLA abuse continues to be a problem grounding many employers. This interactive presentation will focus on ways to curb FMLA abuse, from the Friday/Monday absences to the poor medical documentation. We will review ways to protect the employer and insure FMLA leave is being used properly.

**Map Your Route: Effective Documentation,
Discipline, and Discharge
Tamika Nordstrom & Sarah Phaff**

When it comes to documentation, discipline, and discharge it can be easy to veer off route. Let Constangy's attorneys give you the tools you need to successfully navigate some of the most frequent causes of employment litigation. This interactive session will review best practices to assist with proper documentation of both positive and negative personnel issues, and appropriate steps toward discipline and discharge.

12:00-1:00 The Dining Car — Lunch

**1:00-2:00 In Flight Entertainment
Tales from the Love Boat:
A Harassment Mock Trial
The Constangy Crew**

For your in-flight entertainment, the Constangy Crew will present a mock trial involving workplace harassment. This insider's look will highlight how employee relations decisions are dissected and contorted during a lawsuit. See firsthand why thorough investigations and good documentation are critical as Constangy attorneys give opening statements, examine witnesses, and present their evidence to you, the jurors.



Agenda

**2:10-3:10 Travel Destinations
Don't Drink the Water: Lessons Learned
from Recent Employment Cases
Glen Fagan & Frank Shuster**

Travel mishaps make for good stories. The same is true for labor and employment law cases. This engaging session will review some of the most unique recent cases that will stretch both your imagination and your human resource talents. As we review these cases to identify best practices, you will agree that the truth really can be stranger than fiction.

**Flight Diverted: Rerouting your
Employee Handbook
Leigh Tyson & Daniel Murphy**

We have seen a number of common handbook policies come under fire over the past year, including policies addressing courtesy and civility, confidentiality and at-will employment. The NLRB has made it clear that no company's handbook is safe from scrutiny, whether unionized or not. Join us as we explore these attempts by the NLRB to reroute your handbook, as well as other recent developments at the NLRB.

**3:10-3:25 In Flight Service—
Afternoon Break**

**3:25-4:25 Travel Destinations
Making Your Travel Accommodations:
Solving Unique ADA Issues
Joseph Murray**

Not only are your travel options virtually unlimited these days, so too are the disability accommodation issues that may arise in the workplace. Mapping out your plans beforehand saves time, money, and frustration. In this session, we will travel through the reasonable accommodations frequently requested by employees, including leave time, transportation, assistive devices, and others. So sit back, put up your tray tables, and come fly with us as we explore the unique ADA issues faced by employers in the current work environment.

4:25-5:30 The Captain's Cocktail Party