



Agenda

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

3:25-4:25 Travel Destinations Making Your Travel Accommodations: Solving Unique ADA Issues **Heather A. Owen**

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.

Handling a Bad Review: Avoiding Whistleblower Lawsuits **J. Ray Poole**

Whistleblower claims used to be the road less traveled by employees. However, in recent years, an array of whistleblower laws and regulations make whistleblower suits a more attractive and frequently more lucrative option for employees and former employees. Florida private and public sector whistleblower suits, Sarbanes-Oxley claims, claims under the Dodd-Frank Act, and claims under the federal False Claims Act are highlighted in news reports on a near daily basis, and have raised employees' awareness about this potential new way to attack employers. This session will focus on the risks facing employers under various whistleblower laws, and practical steps to take when dealing with a potential whistleblower claim.

Travel Companions: Operating With A Contingent Workforce **Lori K. Mans**

For various reasons, companies frequently look to contingent workers to meet some of their employment needs. There are both advantages and disadvantages associated with traveling with a contingent workforce. This session will explore both sides of the aisle and help you navigate potentially hazardous legal liabilities, including independent contractor classifications, FMLA issues, and general benefits issues. Your experienced "employment travel attorney" will present options and assist in selecting the right travel arrangements, to help ensure that the employer arrives at its destination safely.

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



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 2015 Labor and Employment Law Workshop for all of the latest information and much needed practical advice. This program offers 15 informative sessions designed to help you develop winning strategies for your workplace.

The Constangy, Brooks & Smith, LLP Labor and 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 Constangy, Brooks & Smith, LLP at P.O. Box 41099, Jacksonville, FL 32203. You may fax in or email your registration form and mail in payment. Forms may be faxed to (904) 356-8200 or e-mailed to bdarnofall@constangy.com.

Registration Fee

The cost is \$225 per person for the first registrant from a company/agency and \$205 for each additional person from that company/agency. The fee includes all reference materials, continental breakfast, lunch, and cocktail reception.

Accommodations

Overnight accommodations are available for those attendees who may need them. The phone number for reservations is included with the location map in this brochure. The resort reservation deadline is March 2, 2015 for the rate of \$145.00 per night.

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

Continuing Education Credit

It is the tradition of Constangy, Brooks & Smith, 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 has been submitted for 6 general credits from HRCL.

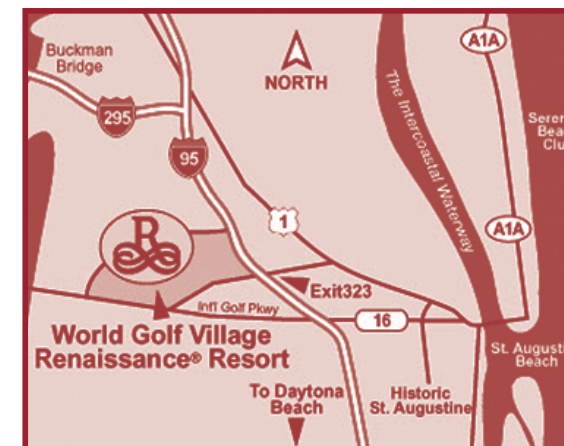
For more information, contact Bonnie Darnofall at 904-356-8900 or bdarnofall@constangy.com.

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

Renaissance World Golf Village Resort

St. Augustine

500 South Legacy Trail, St. Augustine, Florida
(888) 789-3090
Friday, March 13, 2015



Directions

From the Jacksonville International Airport and all points north of St. Augustine: Take I-95 South to exit 323 (formerly exit 95A). Bear right at exit ramp, and you will be on International Golf Parkway. Turn right at the first light on to WGV Blvd. Follow WGV Blvd. for 1.8 miles to the Renaissance Resort.

From south of St. Augustine: Take I-95 North to exit 323 (formerly exit 95A). Bear left at exit ramp, and you will be on International Golf Parkway. Turn right at the first light on to WGV Blvd. Follow WGV Blvd. for 1.8 miles to the Renaissance Resort.



CONSTANGY
BROOKS & SMITH, LLP
The Employers' Law Firm, Since 1946



Your Ticket to a
First Class Workplace

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

Friday, March 13, 2015
Renaissance World Golf Village Resort
St. Augustine, Florida



Registration

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

(Please Print)

In Jacksonville on March 13, 2015 (Deadline March 6)

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): \$225 _____

One-day employment law workshop
(each additional attendee from company/agency): \$205 _____

Total Fees Remitted: _____

Credit Card Payment: MC VISA Am. Exp.

Card Number _____ Expiration Date _____

Name on card: _____

Make checks payable to: CONSTANGY, BROOKS & SMITH, LLP. Mail form with payment to Constangy, Brooks & Smith at P.O. Box 41099, Jacksonville, FL 32203 (or fax 904-356-8200) or email to bdarnofall@constangy.com

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 John F. Dickinson**

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
Beware of Hidden Service Charges: Navigating
FLSA Issues Ellen Kearns**

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, going through security checks, 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.

**Flight Diverted: The NLRB Reroutes your
Employee Handbook Margaret P. Zabijaka**

The current NLRB may be the most activist and pro-labor Board we have seen in years. Most importantly, the NLRB has become very interested in derailing some of the seemingly straightforward policies contained in your employee handbook, including policies addressing courtesy and civility, confidentiality and at-will employment. Join us as we explore these attempts by the NLRB to reroute your handbook, as well as other recent developments at the NLRB.

**Travel Rewards: Understanding Your Benefits
Dana Thrasher**

Earn frequent flyer miles, redeemable at workplaces everywhere, by attending this presentation on the Affordable Care Act. Please



Agenda

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.

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

**11:00-12:00 Travel Desinations
Grounding Your Frequent Flyers:
Preventing FMLA Abuse Gary R. Wheeler**

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 ensure FMLA leave is being used properly.

**What Happens in Vegas...: Emerging Issues in
Extra-Curricular Activities Heather A. Owen**

From happy hours, to "business trips" to Colorado, to domestic violence, off-duty conduct may significantly impact the workplace. The popular conception is that conduct in the workplace is subject to discipline, but what employees do away from work is not. However, there is a point when off-duty conduct may warrant concern and may serve as just cause for discipline. This interactive session will address the responsibilities employers may have with respect to employees' off duty activities and mishaps.

**Getting Through Customs:
An Update on Immigration Law
Penni Bradshaw and Jeanette Phelan**

Get your passport stamped by our immigration experts as they take attendees on a whirlwind tour of the latest changes in immigration law. This session will also cover hot topics in the areas of visas for foreign workers, I-9 compliance, E-Verify, and preparation of ICE audits. As immigration laws and the potential for employer liability continue to change, this annual update is an essential travel tool.

**Travel Advisories: Public Sector Alerts
J. Evan Gibbs**

Public employers face unique issues not encountered in the private sector. Rapidly evolving technology and the ever-shifting political sands make dealing with these unique issues even more difficult. Get your travel advisories for the year ahead by attending this session designed specifically for public sector employers.



Agenda

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.

**2:10-3:10 Travel Destinations
Don't Drink the Water: Lessons Learned from
Recent Employment Cases F. Damon Kitchen**

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.

**Flying High: Addressing Drug & Alcohol Use
in the Workplace Jesse D. Bannon**

An employer's ability to regulate and prohibit drug and alcohol use in the workplace is often a gray area that requires an understanding of the various laws which govern this issue. To make these matters even more challenging, new in 2015 is Florida's limited use non-euphoric medical marijuana statute and many states have legalized medical and/or recreational marijuana. Get on board with this interactive session where we will discuss issues that arise when your employees are under the influence at work, as well as employer rights when drug use occurs off duty.

**Map Your Route: Effective Documentation,
Discipline, and Discharge Gary R. Wheeler**

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.

**Travel Rewards: Understanding Your Benefits
Dana Thrasher (Repeat of 9:45 Session)**