



## Agenda

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

### 3:25-4:25 Travel Destinations Making Your Travel Accommodations: Solving Unique ADA Issues Doris Del Castillo

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 Mike Malfitano

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 Robin Midulla

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 potential hazardous legal liabilities, including independent contractor classifications, FMLA issues, and general benefits issues. Your experienced "employment travel attorney" will present options and help in selecting the right travel arrangements to insure that your Company 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 companies 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 employment law seminar for all of the latest information and much needed practical advice. This program offers 14 informative sessions designed to help you develop winning strategies for a first class workplace.

The Constangy, Brooks & Smith, 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](http://www.constangy.com), or complete the attached registration form and mail it with payment to Constangy, Brooks & Smith, LLP at P.O. Box 1840, Tampa, FL 33601. You may also send in your registration form and mail in payment; forms may be faxed to (813) 223-2515 or e-mailed to [dkey@constangy.com](mailto:dkey@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 cocktail reception.

### Accommodations

For reservations at the nearby, Marriott Waterside Hotel, call (888)789-3090 and mention Constangy, Brooks & Smith or visit <https://resweb.passkey.com/go/ConstangyBrooks>. Limited rooms are available at a discounted rate of \$209 plus tax until March 9.

*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

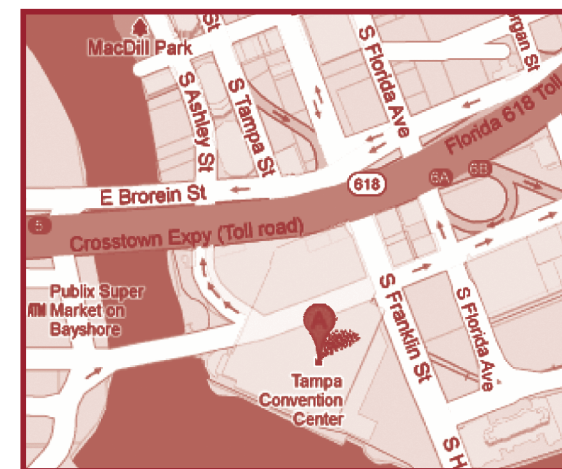
It is the tradition of Constangy, Brooks & Smith, LLP to provide programs that meet the CLE requirements of the State Bar as well as certification credits through the Society for Human Resource Management. This program has been approved for 6.0 general credits from HRCI.

For more information, contact Doris Key at 813.223.7166 or [dkey@constangy.com](mailto:dkey@constangy.com).

To learn more about dates and locations of workshops in other cities, visit [www.constangy.com](http://www.constangy.com), or call your Constangy attorney.

### Tampa Convention Center

333 S. Franklin St., Tampa, Florida  
(813) 274-8511  
Tuesday, March 24, 2015



### Directions

From I-275 South, exit 45A.  
From I-275 North, exit 44.  
Follow signs for Tampa Street.

Entrance to Convention Center parking garage is at intersection of Brorein and Tampa Streets.



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Tuesday, March 24, 2015  
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This year's workshop is  
proudly sponsored by:





## Registration

**You may now also register and pay online at [www.constangy.com](http://www.constangy.com)**

(Please Print)  
In Tampa on March 24, 2015 (Deadline March 17)

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): \$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 \_\_\_\_\_

Name on card: \_\_\_\_\_

**Make checks payable to: CONSTANGY, BROOKS & SMITH, LLP. Mail form with payment to Constangy, Brooks & Smith at P.O. Box 1840, Tampa, FL 33601 (or fax to 813-223-2515 or email [dkey@constangy.com](mailto:dkey@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 Mike Malfitano**

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 provide practical advice to employers to assist in 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 Angelique Lyons**

Savvy travelers watch for service charges and extras to control the cost 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.

**Flight Diverted: Rerouting your Employee  
Handbook Jim Craig**

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.



## Agenda

**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. Join our benefits attorney as she covers ongoing compliance issues, including employer reporting and compliance requirements for 2015, and strategies for managing costs and meeting obligations.

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

**11:00-12:00 Travel Destinations  
Grounding Your Frequent Flyers:  
Preventing FMLA Abuse David Steffen**

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 companies. 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 company and insure FMLA leave is being used properly.

**What Happens in Vegas...: Emerging Issues in  
Extra-Curricular Activities Hannah Choi**

From happy hours, to "business trips," 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**

Get your passport stamped by our immigration expert as she takes attendees on a whirlwind tour of the latest changes in immigration law. This session will discuss the Executive Actions on Immigration and how that will impact your business. She will also cover hot topics in the areas of visas for foreign workers, I-9 compliance and E-Verify. As immigration laws and the potential for employer liability continue to change, this annual update is an essential travel tool.



## 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 John Campbell**

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 Cherie Silberman**

An employer's ability to regulate and prohibit drugs and alcohol use in the workplace is often a gray and smoky area that requires an understanding of the various laws which govern this issue. To make these matters even more challenging, Florida's limited use, non-euphoric medical marijuana statute goes into effect in 2015, 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.

**Turbulence Ahead: Surviving the New Rules for  
Government Contractors Cara Crotty**

Over the past 18 months, the OFCCP has fashioned numerous new rules and regulations for government contractors. Many companies are experiencing turbulence as they implement the new rules and adjust to the changes. This fast-paced session will review the new requirements and provide guidance on the steps your company should take for a smooth flight through the world of affirmative action.