

STEP RIGHT UP: EXPERIENCE THE

# EMPLOYMENT LAW FAIR



ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP



**CONSTANGY  
BROOKS, SMITH &  
PROPHETE** LLP

TUESDAY | MARCH 7, 2023  
TAMPA CONVENTION CENTER  
TAMPA, FLORIDA



## 2023 Labor and Employment Law Workshop

### *STEP RIGHT UP: EXPERIENCE THE EMPLOYMENT LAW FAIR*

#### **General Information:**

Get your ticket to the best fair in town – the 2023 Constangy Employment Law Workshop. The past year has been a wild ride, as both employers and the economy have experienced the thrills and chills of 2022. As human resource professionals, legal counsel, and business owners, it is virtually impossible to navigate the Midway of the fair without a robust understanding of the legal landscape, an eye toward the future and a detailed map to get you there. This seminar provides the guidance and practical advice you need to make it through the fun house that human resources is in this day and age. Please spend the day with us as we share strategies, tips, and tricks to protect your workplace at the Constangy, Brooks, Smith & Prophete 2023 Employment Law Workshop. You will get your pick of 11 thrilling informative sessions, while enjoying all the fair food and beverages to accompany them. The Workshop will cover all of the latest information and practical advice needed to survive all the crowds and rides that is human resources.

The Constangy, Brooks, Smith & Prophete, LLP Labor & Employment Law Workshop is an interactive program designed for human resources professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, as well as a continental breakfast, lunch, and cocktail reception at the end of the day. The Workshop provides a unique, efficient, and 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.

#### **Registration:**

Please register at <https://www.constangy.com/events-490> or by emailing Kristina Meleshko at [kmeleshko@constangy.com](mailto:kmeleshko@constangy.com). The cost is \$240 per person for the first registrant from a company and \$215 for each additional person from that company.

#### **Accommodations:**

For a listing of nearby hotels, please contact Kristina Meleshko at 813.222.1359 or [kmeleshko@constangy.com](mailto:kmeleshko@constangy.com).

#### **Continuing Education Credit:**

This program has been submitted for 7 CLE hours and is pending approval for 5.75 hours for HRCI and SHRM credits.

## **Agenda:**

8:00 a.m.–8:30 a.m. | **Get Your Tickets: Registration & Continental Breakfast**

8:30 a.m.–8:45 a.m. | **Introduction to a Fun Filled Day at the Fair**

8:45 a.m.–10:00 a.m. | **Ride the Rollercoaster: Recent Developments in Employment Law**

After standing in line for what seemed like a year, the wait is finally over, and you can ride the rollercoaster of recent developments in labor and employment law. We now must face the twists and turns of a divided congress and significant court decisions. This presentation will discuss the ups and downs of recent court cases, regulatory changes and the impact government agencies will have on the workforce as we move forward.



### **First Place Finish: Find Your FLSA Strength**

While staying on top of the FLSA regulations might seem like playing a carnival game, the savvy employer knows how to flex its FLSA muscle. Join this interactive session to review some of the most common FLSA mistakes, learn the latest trends in FLSA litigation, and explore recent changes to the law.

### **Secure the Midway: Privacy and Data Security in the Workplace**

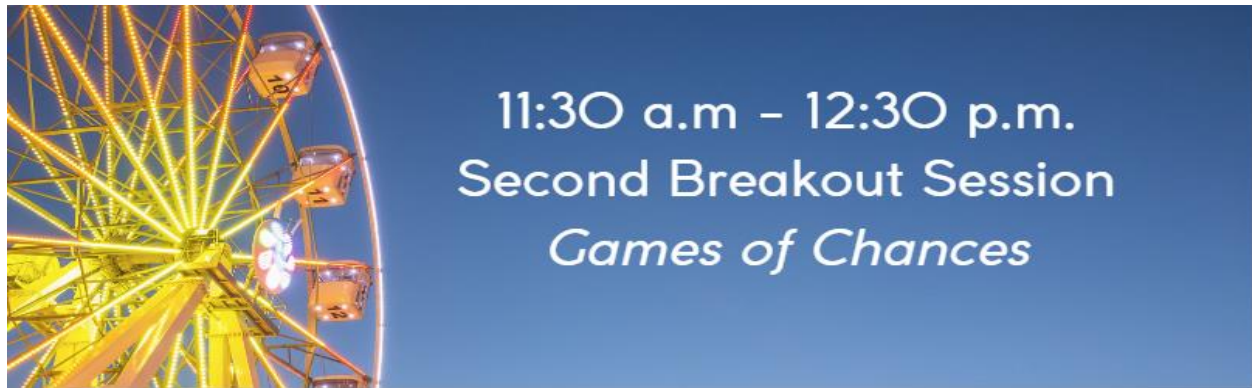
HR and legal play an important role in protecting a company from a cyber-attack. As these attacks become more common, it is important to have a plan in place to provide the greatest protection possible. This informative session will provide critical information on how the policies, training and procedures you put in place now could save and secure your company in the future.

### **Admit One: Managing the Costs of Workers' Comp Claims**

As the costs of workers' compensation claims continue to rise, employers are searching for ways to reduce not only the number of claims but the cost of claims. Human resources can work in tandem with risk management and other departments to make a difference.

Buy your ticket to this presentation to learn practical solutions and strategies to realize cost savings.

11:15 a.m. – 11:30 a.m. | **Time to Visit the Coffee Stand (Coffee Break)**



### **“Fair” Well: Addressing Mental Health in the Workplace**

Dealing with mental health issues in the workplace can be like trying to figure out which ride or game to play first at the fair. An employee’s mental health can adversely affect the workplace but, it is also important to be “fair” to employees and provide them the appropriate legal accommodations. It is imperative that employers have appropriate policies in place to handle growing mental health issues. In this session, we will visit the challenging issues of disciplining or accommodating employees with mental health issues.

### **Come One, Come All: Diversity, Equity & Inclusion in the Workplace**

Many companies desire to have a diverse and inclusive workplace but struggle to identify and implement the best practices. This session focuses on the various steps and implementation strategies companies can take that are effective, sustainable, and legally compliant as part of their diversity, equity and inclusion efforts.

### **Surviving the Bumper Cars: Managing and Investigating Harassment Claims**

Handling and investigating workplace harassment claims can be as difficult and rough a ride as driving bumper cars. When a complaint is raised, it is important to make sure your company conducts a thorough and complete investigation. During this interactive presentation, we will explore managing workplace investigations, provide tips on best practices, and develop tools to respond to situations when they arise.

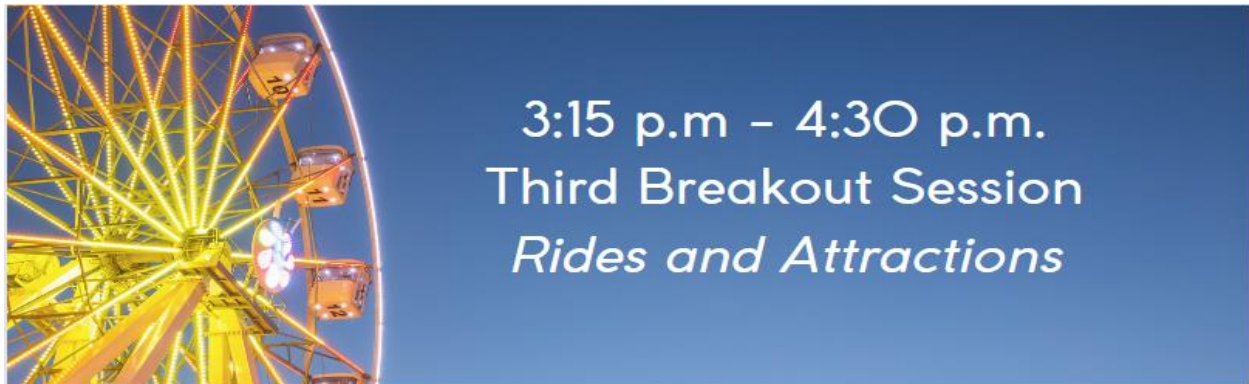
12:30 p.m. – 1:45 p.m. | **Food Truck Invasion: Lunch**

1:45 p.m. – 3:00 p.m. | **Test Your Luck: Employment Law Style**

Join us for this interactive session where we will cover important topics such as hiring and firing, documentation, Family & Medical Leave Act, Fair Credit Reporting Act, and more. This session will help you develop practical solutions to your workplace problems.



3:00 p.m. – 3:15 p.m. | **Fried Oreos or Fried Dough: Snack Break**



### **Merry-Go-Round: The Interactive Process of Accommodations**

Like riding the merry-go-round, engaging in the interactive process of accommodations can be slow moving and dizzying. In this session, we will discuss the importance of navigating the interactive process, your responsibilities as an employer, recognizing when accommodations are considered reasonable, and how to best avoid potential issues. We will also discuss how to evaluate specific requested accommodations, such as service or emotional support animals, modified work schedules, and more. So, pick a horse and let's start the ride.

### **The House of Mirrors: Handling Difficult Employees**

Managing employees can be rewarding, but it can also be as confusing and frustrating as getting lost in a house of mirrors. In this interactive session, we will discuss common real-life scenarios and situations, best practices to manage effectively, and how to prevent possible litigation. Find out how to avoid the smoke and mirrors and successfully make your way through this attraction.

### **Avoid Being Dunked: Preparing for the Coming Economic Slowdown**

As with most things, economic cycles go up and come down. We are starting to see employers cutting back on hiring, and it is likely that many employers will need to implement reductions in force in reaction to the coming economic slowdown. Don't get stuck being dunked and make sure you are ready to combat inflation and the possibility of a recession this year. This session will focus on planning and implementing a reduction in force to avoid being dunked by discrimination charges and class action lawsuits.

4:30 p.m. – 5:30 p.m. | **Come Get a Cold One at the Beer Tent (Cocktail Party)**