



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



From the latest court decisions to the most recent legislative mandates, the past year in labor and employment law has been filled with headline news and breaking stories. With all of these changes, having the most current information is no longer enough. Today's legal counsel, human resource professionals and business owners must not only know the latest news, but they must have a plan in place to protect their businesses in light of the plethora of changes. Tune into the Constangy, Brooks & Smith 2014 employment law seminar for all of the latest information and much needed practical advice. This program offers 9 informative sessions designed to help you create a proactive plan to address the changing 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 refreshments. 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 Britt Swanson, Constangy, Brooks & Smith 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 bswanson@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 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.

Or, check other overnight options at this link: <http://cobb Galleria.com/attendees/hotels/>

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.



Cobb Galleria Centre

Two Galleria Parkway, Atlanta, GA 30339 • (770) 955-8000
Thursday, May 15, 2014

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, 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.

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



**Breaking News:
Solutions for a
Changing Workplace**

**Annual Labor & Employment
Law Workshop**

ATLANTA
Thursday, May 15, 2014
Cobb Galleria Centre



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

(Please Print)

In Atlanta on May 15, 2014 (Deadline May 9)

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 Britt Swanson, 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.



8:00–8:30 Registration & Continental Breakfast

8:30–8:40 Introduction

Neil Wasser

8:40–9:40 General Session

The Lead Stories: Recent Developments in Employment Law

Tim Newton

The lead story in labor and employment law this past year has been the many new challenges facing employers. EEOC and Supreme Court decisions creating new rights and causes of action, new regulations imposing additional obligations on employers, and ever more aggressive administrative agency enforcement are just a few of the many new changes. This popular session will review the most important developments in labor and employment, and provide practical advice for employers in managing their relationships with employees. It also will look at the labor and employment stories that likely will be making headlines in the years to come.

9:45–10:45 Special Reports

Investigative Report: Uncovering The Top 10 FLSA Mistakes

Jena Cottreau

Dogged pursuit of employers' "mistaken" wage-related practices by the plaintiffs' bar has led to ever-spiraling worker claims, advantageous employee outcomes and lucrative attorney's fees that continue to undermine employer recovery and recapitalization. Don't be the next workplace target! Stayed tuned for our in-depth examination of what went "FLSA wrong" in other workplaces to help you stay "on track" and avoid the 10 most common, costly workplace compensation errors.

Changing Demographics: DOMA, Gender Identity and Other New Protected Categories

Wright Mitchell

One of the biggest employment law news events in 2013 was the U.S. Supreme Court decision in *United States v. Windsor*, which found part of the Defense of Marriage Act unconstitutional. This news segment will discuss new demographics, including the employment and benefits law issues arising out of the *Windsor* decision. It will also explore the recent EEOC and federal court rulings that transgendered individuals are protected under Title VII and other employment laws. Finally, this session will look at the recent efforts of the EEOC to enhance the rights of pregnant employees in the workplace and employer obligations with respect to pregnant employees.



10:45–11:00 Commercial Break

11:00–12:00 Special Reports

#socialmedia@theworkplace

Steve Hopkins

Trending today: how do employees use social media and what can employers do about it? Our investigative journalist takes a look at how employees are using Facebook, Twitter and other social media sites to vent workplace frustrations, and what you can and cannot do to avoid a negative impact to your organization. This interactive session will also include a look at the risks and benefits of using social media during the hiring process and other ways social media can help you stay out of the headlines.

Severe Weather Alert: Handling More Aggressive Government Enforcement

Frank Shuster

Government agencies have swept in like tornadoes taking a broad approach to upholding employee protections at the expense of employers. A flood of new regulations and increased enforcement by the EEOC and DOL are costing companies millions of dollars in compliance, defense and prevention. Stay tuned for a must-see discussion designed to help your company survive the storm caused by more aggressive government enforcement.

12:00–1:00 Lunch

1:00–2:00 Panel Discussion

Reporting From the Front Lines: HR War Stories

It is often said that "fact is stranger than fiction." This definitely rings true in the field of labor and employment law. Join our lawyers as they broadcast some of their favorite HR War Stories. This interactive session will use humor to identify ways to avoid common mistakes and the lawsuits that follow.



2:10–3:10 General Session

Covering a National Pandemic:

Health Reform and Other Benefits Issues

Dana Thrasher

As the Affordable Care Act continues to lead the news, employers are still scrambling to make certain they stay on script. Join our benefits reporter as she reviews employers' obligations under the law and discusses practical ways to best protect your business.

3:10–3:25 Commercial Break

3:25–4:25 Special Reports

Reporting Via Satellite: Balancing Leave Issues and Alternative Work Arrangements

Glen Fagan

In this age of the 24 hour news channels, employees are coming and going at different hours. No longer are we a 9 to 5 society. This shifting dynamic creates numerous issues for human resource departments as it relates to employee attendance and leave. This session will discuss the issues created by employees working from home and having flexible schedules, job sharing and flextime, and the shifting attitude of entitlement to more time off. At the end of this newscast, you will have practical guidelines on how to address these issues while staying in compliance with various leave laws such as the FMLA and ADA.

Crime Report: NLRB Intrusion Into The Non-Unionized Workplace

Cliff Nelson, Dan Murphy

The National Labor Relations Board continues to expand its reach into non-unionized workplaces through its most recent decisions. Tune in for this session to review some of the more aggressive decisions by the NLRB and the steps all employers, union and non-union alike, need to take to stay ahead of the Board. We will also address the NLRB's persuader regulations and discuss the various ways employers can protect themselves amidst all these changes.