



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

Building a successful workplace requires a master plan. As legal requirements and the business environment change, your HR blueprint must adapt. Over the past year, we have seen significant changes to the foundation of employment law, and even more are expected. From Executive Action, to court decisions, to administrative agency developments, the area of employment law continues to grow and evolve. It is critical for legal counsel, human resource professionals and business owners to stay abreast of the latest rules and regulations, and build a master plan that will take their companies into the future. Put on your hard hat and join us at the Constangy, Brooks, Smith & Prophete 2016 employment law seminar for all of the latest information and much needed practical advice. This program offers 10 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 Pugh, 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 rpugh@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 parking.

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 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.

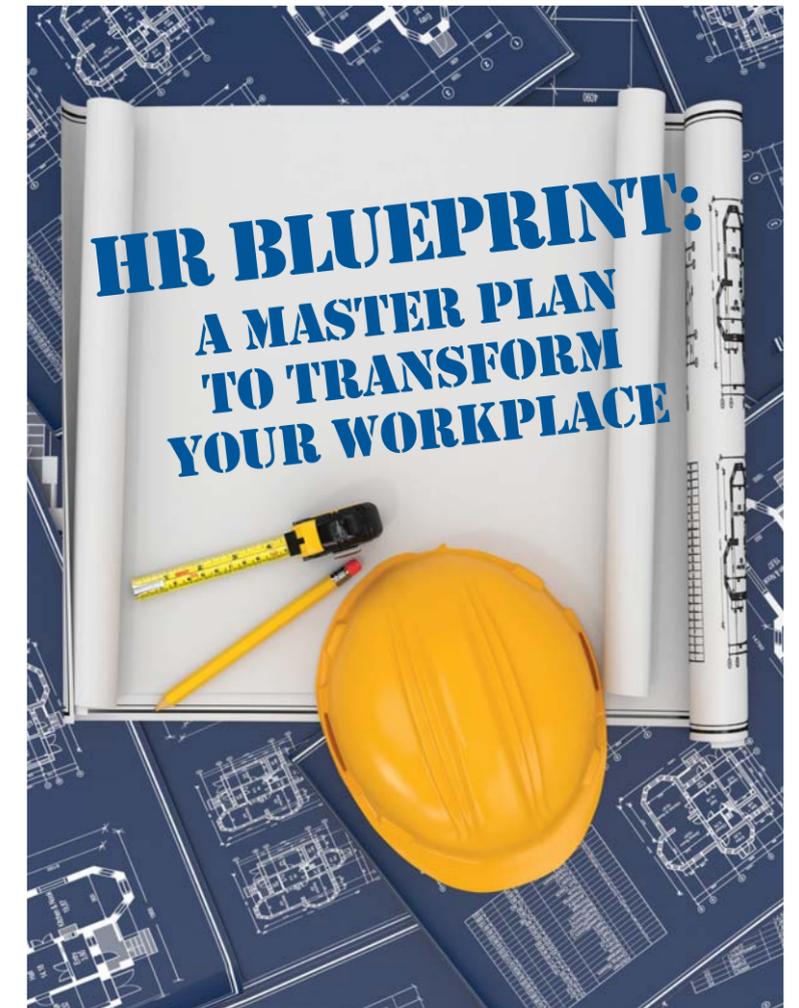
SOUTH/WEST DIRECTIONS FROM I-285 (STONE MOUNTAIN/ATHENS):

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 HRCl.

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



Annual Labor & Employment Law Workshop

ATLANTA
Cobb Galleria Centre
Thursday, May 12, 2016





REGISTRATION

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

(Please Print)
In Atlanta on May 12, 2016 (Deadline May 5)

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 & PROPHETE, LLP. Mail form with payment to Rebecca Pugh, Constangy, Brooks, Smith & Prophete, LLP 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 INITIAL CONSULTATION: REGISTRATION & CONTINENTAL BREAKFAST

8:30–8:40 INTRODUCTION

8:40–9:55 PRELIMINARY PLANS

Caution–Construction Ahead: Recent Developments in Labor and Employment Law **Tim Newton**

In building a successful human resource function, it is important to have a good foundational knowledge of the laws and regulations governing our workplaces. This session will cover the most significant recent developments in labor and employment law. It will aim to provide practical advice to employers in their efforts to reinforce their human resources compliance programs and prevent errors that can lead to attacks by government agencies, plaintiffs' attorneys and labor organizations.

10:00–10:45 DESIGN OPTIONS

Passing Inspection: Complying with the New FLSA Rules and Regulations **Steve Hopkins**

Building the proper infrastructure to protect your operations from the Department of Labor's newest wage and hour regulations is critical to every company's success. This discussion will cover the shrinking white collar exemptions, interns, joint employers, postliminary duties and the Department of Labor's approach to enforcing these new standards.

Change Orders: Implementing the Newest Changes from the OFCCP **Cara Crotty**

The OFCCP continues to impose new obligations on federal contractors and subcontractors, including new regulations on pay transparency, paid sick leave and Fair Pay & Safe Workplaces. These changes require you to draft new plans and specs for your affirmative action program. This informative session will review the new regulations and discuss the latest proposals, and provide practical guidance to make sure your plans are compliant.

10:45–11:00 COFFEE BREAK



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11:00–12:00 DESIGN OPTIONS

Bridging the Gap: Identifying Accommodation Pitfalls **Erica Mason & Sarah Phaff**

Even if your company's accommodation policies are up to code, failing to provide reasonable accommodations to eligible employees can destroy your well designed plans. How do you handle your foreman's lifting restrictions? What is your response when your electrician's religious beliefs prevent him from wearing a hard hat? This interactive session will cover the Supreme Court's new standards and provide an overview of recent cases regarding pregnancy, disability, and religious accommodations in the workplace.

Picketing Fences: How Non-Union Workplaces Are Under Assault by the NLRB **Leigh Tyson & Cliff Nelson**

The NLRB continues to stretch its muscle and create more ways to encroach into non-unionized workplaces. From ambush elections to cracking down on handbook policies, every employer needs to be aware of the hidden dangers lurking around the construction site. This energetic and engaging session will explore the various tactics used by the NLRB, explore ways to protect your company from attack, and offer practical guidance for every company.

12:00–1:15 THE LUNCH TRUCK

1:15–2:15 THE TOOL BOX

Required Upgrades: A Benefits Blueprint **Dana Thrasher**

As employers continue to implement the ACA regulations, having a benefits blueprint is vital. The new ACA reporting requirements require attention to detail and significant prep work to avoid construction flaws. This session will answer all of your pressing benefits questions, and provide useful advice on how to stay ahead of the curve.

2:20–3:20 DESIGN OPTIONS

Measure Twice, Cut Once: Protecting Your Company From A Lawsuit **Frank Shuster & Tamika Nordstrom**

Understanding the intricacies of a lawsuit will enable you to better protect your company from costly litigation. From the use of technology to the "CSI effect," employers are faced with heightened scrutiny and increasing costs. This session will take you through the various stages of a lawsuit, and provide practical guidance to best position yourself for success.



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Fines Doubled in Work Zones: Solutions to Workplace Bullying & Violence **Joe Murray**

Workplace bullying and violence are becoming greater concerns for many companies. As the legal requirements and implications continue to rise, employers must be prepared to address these volatile issues. This session will explore the legal ramifications and discuss ideas on how to install strategies for preventing and handling these potentially dangerous situations.

3:20–3:35 RECHARGE: SNACK BREAK

3:35–4:25 DESIGN OPTIONS

Construction Delays – Handling Employee Leave Issues **Toby Dykes**

Your company's success depends heavily on the sustained productivity of your employees. However, if they are not at the work site consistently or if they are abusing your leave policies, the company's buildout of its profits will suffer. This program is designed to help you improve your foundation of knowledge on how to handle the tricky interplay between the ADA, FMLA and workers' compensation laws as they affect employee leave.

Seal and Insulate: Protecting Privacy in the Workplace **Tim Newton**

Blueprints for a sound company require balancing the privacy interests of its employees against the business needs of the company. Employers must, at the same time, seal and insulate their service and product information from competitors and errant employees. We will discuss laws, policies, and agreements that provide employers with the tools they need for a water tight business.