



## ★ Agenda ★

### #socialmedia@theworkplace Heather A. Owen

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.

### Investigative Report: Uncovering The Top 10 FLSA Mistakes Lori K. Mans and Ellen C. Kearns (Repeat of 11:00 Session)

### 3:10-3:25 Commercial Break

### 3:25-4:25 Special Reports

#### Severe Weather Alert: Handling More Aggressive Government Enforcement Gregory W. Lineberry and J. Ray Poole

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 preventive costs. Stay tuned for a must-see discussion designed to help your company survive the storm caused by more aggressive government enforcement.

#### Technical Difficulties: Managing Technology in the Workplace F. Damon Kitchen

Technology has made our work lives easier in many ways. However, it has also created its share of problems and issues that cannot be ignored. This session will explore the risks associated with some of these technological advances, and uncover the best methods to protect your company from a technical breakdown. Some of the topics to be addressed include the security and confidentiality concerns surrounding the use of PDAs in the workplace, managing workload and work time when employees have 24/7 access to the company's computer system, and implementing a paperless HR system.

#### Covering a National Pandemic: Health Care Reform and Other Benefits Issues Dana L. Thrasher (Repeat of 9:45 Session)

#### Reporting Via Satellite: Balancing Leave Issues and Alternative Work Arrangements – An Interactive Roundtable Discussion Margaret P. Zabijaka, Heather A. Owen, Lori K. Mans and Gary R. Wheeler (Repeat of 9:45 Session)

### 4:30-5:30 Roll The Credits—Cocktail Party



## ★ General Info ★

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, LLP 2014 Labor & Employment Law Workshop for all of the latest information and much needed practical advice. This program offers 14 informative sessions designed to help you create a proactive plan to address the changing workplace.

The Constangy, Brooks and 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, electronic 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 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](mailto:bdarnofall@constangy.com).

### Registration Fee

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

### Accommodations

Overnight accommodations are available at all Workshop locations 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 February 19, 2014 for the rate of \$143.00 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

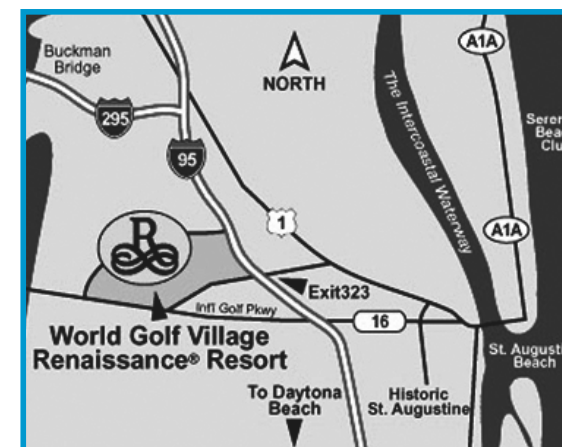
It is the tradition of Constangy, Brooks & Smith, LLP to provide programs that meet the CLE requirements of the State Bar as well as certification credits through the Society for Human Resource Management. This program has been approved for 6.5 general credits from HRCI.

For more information, contact Bonnie Darnofall at 904-356-8900 or [bdarnofall@constangy.com](mailto:bdarnofall@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.

### Renaissance World Golf Village Resort St. Augustine

500 South Legacy Trail, St. Augustine, Florida  
(800) 266-9432  
Thursday, March 6, 2014



### 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



## Breaking News: Solutions for a Changing Workplace

Annual Labor & Employment  
Law Workshop

**JACKSONVILLE**  
Thursday, March 6, 2014  
Renaissance World Golf Village Resort  
St. Augustine, Florida



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

(Please Print)

In Jacksonville on March 6, 2014 (Deadline February 27)

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): \$225 \_\_\_\_\_

One-day employment law workshop  
(each additional attendee from company): \$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](mailto:bdarnofall@constangy.com)**

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 Opening Credits**

### **8:40–9:40 Headline News**

#### **The Lead Stories: Recent Developments in Employment Law John F. Dickinson**

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 new 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 new developments in labor and employment law, 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**

#### **Covering a National Pandemic: Health Care Reform and Other Benefits Issues Dana L. 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.

#### **Reporting Via Satellite: Balancing Leave Issues and Alternative Work Arrangements—An Interactive Roundtable Discussion Margaret P. Zabijaka, Heather A. Owen, Lori K. Mans and Gary R. Wheeler**

In this age of the 24 hour news channels, employees are coming and going at different hours, have different personal needs, and have underlying issues relating to personal and family health. 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, having flexible schedules, job sharing and flextime, as well as the shifting attitude of employee entitlement to more time off, and the aggressive stance of the EEOC concerning leave as an accommodation. 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.



### **World News: Understanding Immigration Penni Bradshaw**

Immigration issues have made headlines for the past 12 months. Many employers have been left wondering "where are we now" and "what will the future bring?" This informative report will discuss the current state of the immigration laws, and provide instructions for handling day-to-day immigration issues including I-9s and work Visas. Our immigration reporter will also look ahead at some of the potential changes that may impact your workplace.

### **Changing Demographics: DOMA, Gender Identity and Other New Protected Categories Jesse D. Bannon**

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**

#### **Strange But True: Dealing With Bizarre Weird "Unique" Employees F. Damon Kitchen**

While celebrity news might have some interesting stories, it doesn't even come close to the bizarre, weird and unique stories that arise in the workplace. This presentation will address many of the most "common" issues that can arise from the "unique" employee. The program will incorporate a light-hearted focus on the little things that impact an employer's ability to manage employees whose conduct at times seems inexplicable. We will examine topics ranging from dress codes and appearance issues to off-duty conduct, and explore ways in which employers can effectively address these situations.

#### **Investigative Report: Uncovering The Top 10 FLSA Mistakes Lori K. Mans and Ellen C. Kearns**

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! Stay 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.



### **Crime Report: NLRB Intrusion Into The Non-Unionized Workplace Margaret P. Zabijaka**

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 address the NLRB's persuader regulations and discuss the various ways employers can protect themselves amidst all these changes.

### **Public Sector Alert: Exploring Ground-Breaking Developments John F. Dickinson and John "Evan" Gibbs**

Retirement and other benefit issues made front line news in 2013 as governments continue to struggle with declining revenues and rising expenses. Our public sector specialists will bring participants up-to-date on issues unique to public sector employers in the bargaining, regulatory and litigation arenas.

### **12:00–1:00 Lunch**

### **1:00–2:00 Skit**

#### **Reporting From the Front Lines: HR War Stories Moderated by John "Evan" Gibbs**

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 and informal session will use humor to identify ways to avoid common mistakes and the lawsuits that follow.

### **2:10–3:10 Special Reports**

#### **Staying on Script: Perfecting Your Employment Documents J. Ray Poole**

The old adage "there is an easy way to do things and then there is the right way" should be a guiding principle for employment documentation. When creating documentation, it is important for employers to stay "on script" as mistakes often lead to lawsuits. Tune in for this live telecast to learn how to critically examine your documentation, processes and procedures, and best practices to avoid those costly mistakes.

#### **It's a Wrap: Making the Changes to Unemployment Work for You Gary R. Wheeler**

As the unemployment law has changed in the last few years, employers need to make sure they are "camera-ready" when faced with a claim for benefits. This presentation will offer practical guidelines for every employer to follow when handling unemployment claims and appeals. We will also explore best practices for reducing exposure to further legal issues arising out of unemployment claims.