



AGENDA

Bonding Agents: Creating an Inclusive Workplace **Elizabeth Joiner**

All good construction plans merge and celebrate the differences and strengths of various building styles. Similarly, the most functional workplaces create an environment of inclusion to bring various groups and people together into one cohesive group. This session will explore the various changes in the law regarding inclusion issues, including sex stereotyping, gender identity and LGBT rights, and discuss policies and practices to make your company an employer for the future.

3:10-3:25 RECHARGE: SNACK BREAK

3:25-4:25 DESIGN OPTIONS

Construction Delays – Handling Employee Leave Issues **Heather Owen**

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.

Hard Hats Required: Dealing with Employee Tension and Conflicts in the Workplace **Damon Kitchen**

Put on your hard hats and safety shoes, and follow us through the construction of an investigation. As employee entitlement increases the number of conflicts in your workplace, developing strategies to assess and address employee tension is critical. This interactive session will take you through the architectural design of handling conflict, from the first complaint, through the investigation and documentation, and to the closing of the case in order to avoid construction defects.

Seal and Insulate: Protecting Privacy in the Workplace **Ray Poole**

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.

4:25-5:30 THE FINAL WALK-THROUGH: COCKTAIL PARTY



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 to build a master plan that will take their companies into the future. Put on your hardhat 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 16 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 Constangy, Brooks, Smith & Prophete, LLP at P.O. Box 41099, Jacksonville, FL 32203. Forms may also be faxed to 904.356.8200 or e-mailed to 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, cocktail reception and parking.

ACCOMMODATIONS

Overnight accommodations are available for those attendees who may need them. For reservations at the nearby Omni Jacksonville Hotel, call 904.355.6664, the room block is under the name "CONSTANGY". Limited rooms are available at a discounted rate of \$159 per night. The reservation deadline is Tuesday, March 1, 2016.

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 & 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 has been submitted for 6.0 general credits from HRCI.

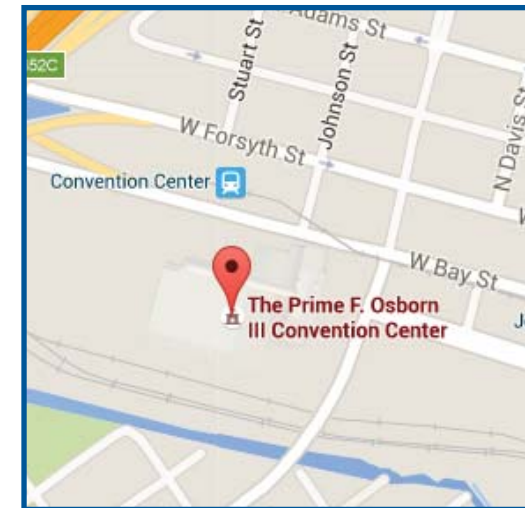
For more information, contact Bonnie Darnofall at 904.356.8900 or bdarnofall@constangy.com.

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

PRIME OSBORN CONVENTION CENTER

1000 Water Street, Jacksonville, FL 32204
904.630.4000

Wednesday, March 16, 2016



DIRECTIONS

From I-95 South, exit 353A.
From I-95 North, exit 350A.

The Prime Osborn Main Parking Lot is located on West Bay Street



Annual Labor & Employment Law Workshop

JACKSONVILLE

Prime Osborn Convention Center
Jacksonville, Florida
Wednesday, March 16, 2016



REGISTRATION

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

(Please Print)

In Jacksonville on March 16, 2016 (Deadline March 9)

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 & PROPHETE, LLP. Mail form with payment to Constangy, Brooks, Smith & Prophete at P.O. Box 41099, Jacksonville, FL 32203. Forms may be faxed to 904.356.8200 or emailed to bdarnofall@constangy.com.

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

8:40–9:40 PRELIMINARY PLANS

Caution - Construction Ahead: Recent Developments in Labor and Employment Law John Dickinson

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.

9:45–10:45 DESIGN OPTIONS

Passing Inspection: Complying with the New FLSA Rules and Regulations Gary Wheeler

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.

Laying a Proper Foundation: Developing Legal Hiring Practices Ray Poole

Employers all want to hire well-equipped, defect-free employees to support their existing foundation. To boost their chances of selecting the right candidate, employers often rely on various screening practices and background checks during the hiring process. However, if employers engage in these practices without adhering to the rules, they risk facing legal action. Couple this with growing ban-the-box legislation and Equal Employment Opportunity Commission scrutiny, and employers can find themselves nailed with a lawsuit. This session will provide you with the nuts and bolts needed for effective and up to code hiring.



AGENDA

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.

10:45–11:00 COFFEE BREAK

11:00–12:00 DESIGN OPTIONS

Bridging the Gap: Identifying Accommodation Pitfalls Lori Mans

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.

Nailing it Together: Public Sector Developments Evan Gibbs

Public sector employers have incredibly complicated blueprints. In addition to the employment law issues shared by the private sector, public sector employers must also nail down potential problems related to career service protections, Constitutional claims, tenure rights, and union issues. In this session, we will discuss recent developments in public sector employment law.

Picketing Fences: How Non-Union Workplaces Are Being Weakened by the NLRB Meg Zabijaka

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.



AGENDA

Gathering the Right Equipment: Immigration Update Penni Bradshaw & Jeanette Phelan

At times, it can be difficult to find the right equipment to do the job. In this session, our immigration experts will update attendees on the latest changes in immigration law. This presentation is a must see for any employer with a continuing reliance on foreign workers.

12:00–1:00 THE LUNCH TRUCK

1:00–2:00 THE TOOL BOX

Pound the Pavement: Fighting Day-to-Day HR Battles The Constangy Crew

This entertaining session will explore those pesky human resources problems that continue to plague every workplace. Our Constangy "actors" will take a lighthearted look at the problems, and then share practical and useful solutions to these common mishaps.

2:10–3:10 DESIGN OPTIONS

Measure Twice, Cut Once: Protecting Your Company From A Lawsuit Jesse Banna

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.

Fines Doubled in Work Zones: Solutions to Workplace Bullying & Violence Gary Wheeler

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.

Required Upgrades: A Benefits Blueprint Dana Thrasher (Repeat of 9:45 Session)

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.