



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. What’s more, 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



Ahoy there, mates! It is time for the best labor and employment seminar on the seven seas. As the dangers of navigating the world of human resources and employment law continue to change and grow, staying up to speed and preparing for the future become even more important. From uncertain legislative action, unpredictable juries and unprecedented lawsuits, human resource professionals, legal counsel and business owners are facing new challenges on a daily basis. To keep your business from crashing into the rocks and your treasures from being pillaged by the pirates, you need to chart your course in advance and plot out your strategies for success. Staying abreast of the latest rules and regulations, legal developments and compliance strategies will make for smooth sailing. Please join us as we sail the seven seas of labor and employment law at the Constangy, Brooks, Smith & Prophete 2019 employment law seminar. This day-long event offers informative sessions of all the latest information and practical advice needed to avoid an HR shipwreck.

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 seminar materials, as well as a continental breakfast, and lunch. Power strips will be at each table for mobile devices. The seminar materials will be available electronically for download. Registrants will receive a link to the materials prior to the workshop. 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 credit card payment to Michele Gregory, Constangy, Brooks, Smith & Prophete, LLP at 2600 Grand Blvd. Ste. 750, Kansas City, MO 64108. You also may fax in your registration form along with payment. Forms may be faxed to 816-472-6401, or emailed to mgregory@constangy.com.

Registration Fee

The cost is \$99 for the first attendee and \$75 for each additional attendee from the same company. The fee includes all electronic reference materials, continental breakfast, lunch, snacks, and parking.

Accommodations

To stay at Hyatt Place Kansas City, call 913.742.7777 or visit http://hyattplacekansascitylenexacitycenter.com. Use group code G-CBPS to book your room for \$144 + taxes. Room must be reserved by August 26. Please contact Michele Gregory at 816.329.5906 or mgregory@constangy.com for a list of nearby hotels.



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 human resource organizations. This program has been submitted for 6.9 CLE hours for MO and KS CLE and is approved for 6 hours for SHRM and HRCI credits.

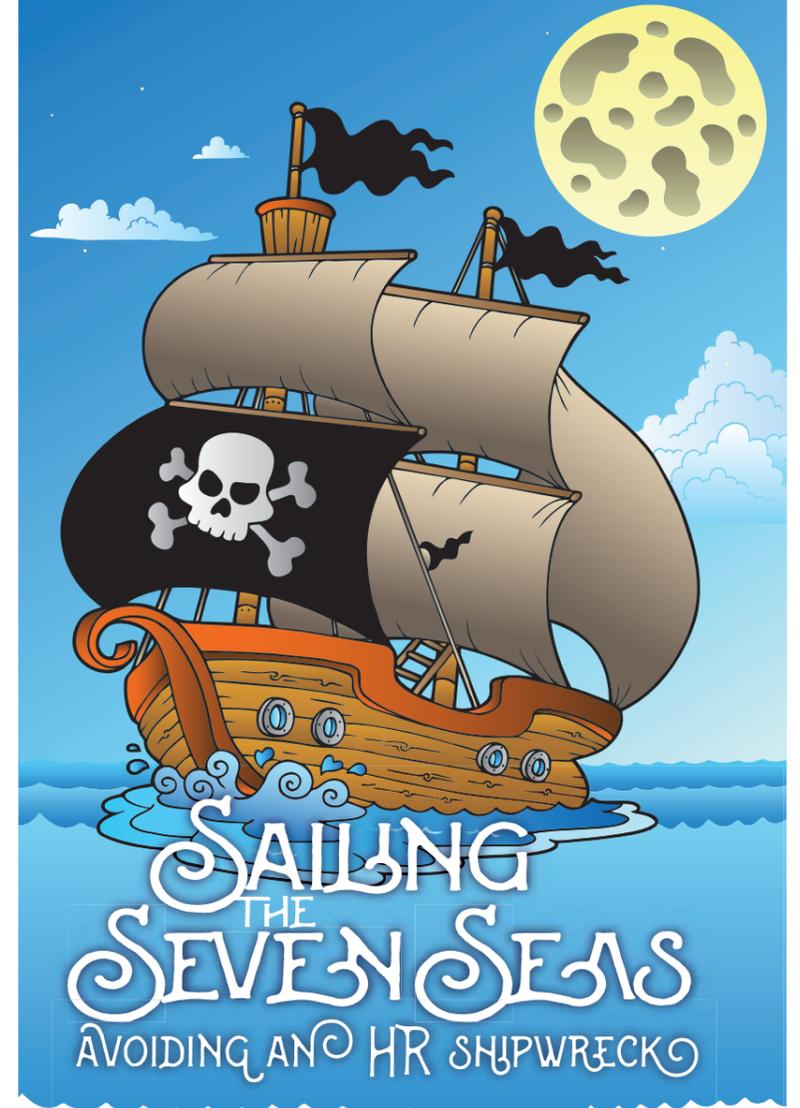
Hyatt Place Kansas City

8741 Ryckert Street
Lenexa, Kansas, 66219
913.742.7777

Thursday, September 26, 2019



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.



Annual Labor & Employment Law Workshop

Hyatt Place Kansas City | Lenexa, KS
Thursday, September 26, 2019



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

(Please Print)
In Kansas City on September 26, 2019 (Deadline September 19)

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop (first attendee from company): \$99 _____

One-day employment law workshop (each additional from company): \$75 _____

Credit Card Payment: MC VISA Am. Exp.

Card Number _____ Expiration Date _____

Name on card: _____

Mail credit card form to Michele Gregory, Constangy, Brooks, Smith & Prophete, LLP at 2600 Grand Blvd. Ste. 750, Kansas City, MO 64108 (or fax to 816.472.6401).

Written cancellations that arrive at least one week prior to the event will be refunded.



**8:15–9:00 All Aboard:
Registration & Continental Breakfast**

9:00–10:00

The Newest Scuttlebutt:

Recent Developments in Employment Law **Kim Seten**

As every sailor knows, the crew must be prepared for whatever the seven seas may hold. Employers are no different. They must be ready to respond to the onslaught of court opinions, new regulations, and laws that shape how we conduct our operations. This presentation will address the significant court cases, government regulations and other legal developments from the last year that impact a company's day-to-day employee relations issues and address practical responses to these changes.

10:00–10:45

Shiver Me Timbers: Addressing Intermittent FMLA and Other Complicated Leave Issues **David Vogel**

Family and Medical Leave Act (FMLA) and other non-routine requests for medical leave can lead to a real shipwreck if not handled appropriately. This interactive session will help your ship's captain handle complex and nuanced FMLA issues and provide tips for curbing intermittent FMLA abuse. The discussion will include when to seek recertification, how to handle underperformers on a reduced schedule, and how to request a second opinion. This presentation will also address best practices to avoid unexpected pitfalls including the tricky interplay between the ADA and workers' compensation laws.

10:45–11:00 Break



11:00–11:45

Batten Down the Hatches: 10 Tips for Avoiding the Tidal Wave of Employment Litigation **Jack Wallace**

It's an ongoing challenge for even the most careful employer to avoid getting hit with a lawsuit brought by an unhappy employee. This segment covers the best practices employers can use to meet that challenge or, at the very least, put themselves in a favorable position if an inevitable lawsuit threatens to sink you.

11:45–12:30

Mutiny on the High Seas: Managing Employees in an Entitlement Era **John Doyle**

From dress code violators to employees posting about work on social media, managing difficult employees can be a real headache. This presentation will cover employer obligations and employee rights as it relates to issues such as whether you need to allow your employees to work from home and how to control use of cell phones at work. Questions such as whether you can enforce your no-tattoo policy and whether you can fire an employee who called out sick but tweeted that they were on the beach (and much more) will be answered during this lively and practical session.

12:30–1:15 Lunch

1:15–2:30

Smooth Sailing: Preparing Your Case to Win at the EEOC **Nikki Howell**

A former employee filed an EEOC charge but you know that you did not discriminate, so the response should be smooth sailing, right? Well, it is not that simple. You have to convince the EEOC investigator that discrimination was not part of your motivation for the termination by telling a story that is (1) truthful and accurate; and (2) makes you look like the good guy and makes the former employee look like a pirate attempting to steal the company's



treasure. Marshalling the facts to tell your story and fitting the facts within the legal principles behind the discrimination claim is an art. Doing it well will sink your former employee's case.

2:30–3:15

Rough Seas Ahead: Handling the Challenges of an Aging Workforce **Evan Jarrold**

The makeup of your crew has changed drastically since the days of pirates. It is believed that only 20% of pirates lived past the age of 25. On the other hand, it is projected that by 2020, more than 25% of the US workforce will be over the age of 55. As the workforce continues to age, employees wait longer to retire, and job opportunities continue to grow, employers must prepare to address the challenges of an aging workforce. This session will explore the issues associated with the aging workforce, including the Age Discrimination in Employment Act and the Older Workers Benefit Protection Act of 1990, and provide practical suggestions for smooth sailing into the sunset.

3:15–3:30 Break

3:30–4:15

Walk the Plank: Test Your Termination Knowledge **Tim Davis**

Before you send an employee for a walk off the plank, you need to consider the many legal pitfalls waiting to sink your ship. Join us for this interactive session to test your knowledge regarding termination do's and don'ts, and the myriad legal issues swirling around the termination of an employee. This session will provide answers to all of your termination questions, and provide practical advice to avoid becoming shark bait.