



## AGENDA

### 3:20-3:35 RECHARGE: SNACK BREAK

### 3:35-4:25 DESIGN OPTIONS

#### Construction Delays – Handling Employee Leave Issues Jim Craig

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: Investigating Conflicts in the Workplace Doris Del Castillo

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 Robin Midulla

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.

### 4:30-5:30 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, 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 14 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](http://www.constangy.com), or complete the attached registration form and mail it with payment to Constangy, Brooks, Smith & Prophete, LLP at P.O. Box 1840, Tampa, FL 33601. Forms may also be faxed to 813.223.2515 or e-mailed to [dkey@constangy.com](mailto:dkey@constangy.com).

#### REGISTRATION FEE

The cost is \$225 per person for the first registrant from a company and \$200 for each additional person from that company. The fee includes all reference materials, continental breakfast, lunch, cocktail reception and parking.

#### ACCOMMODATIONS

For a listing of nearby hotels, please contact Doris Key at 813.223.7166 or [dkey@constangy.com](mailto:dkey@constangy.com)

*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 Doris Key at 813.223.7166 or [dkey@constangy.com](mailto:dkey@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.

#### TAMPA CONVENTION CENTER

333 S. Franklin St., Tampa, Florida  
813.274.8511

Thursday, March 31, 2016



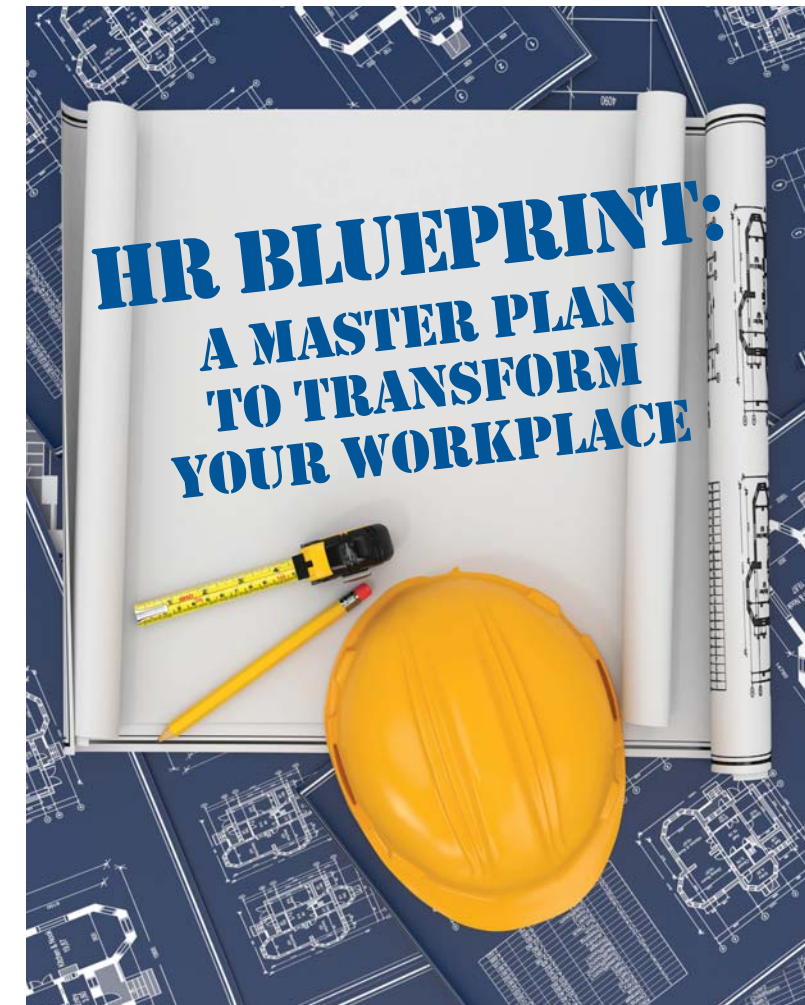
#### DIRECTIONS

From I-275 South, exit 45A.

From I-275 North, exit 44.

Follow signs for Tampa Street.

Entrance to Convention Center parking garage is at intersection of Brorein and Tampa Streets.



## Annual Labor & Employment Law Workshop

### TAMPA

Tampa Convention Center  
Tampa, Florida  
Thursday, March 31, 2016



This year's workshop is proudly sponsored by:





## REGISTRATION

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

(Please Print)

In Tampa on March 31, 2016 (Deadline March 24)

Name \_\_\_\_\_

E-mail \_\_\_\_\_

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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): \$200 \_\_\_\_\_

Total Fees Remitted: \_\_\_\_\_

Credit Card Payment: MC VISA Am. Exp.

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Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Constangy, Brooks, Smith & Prophete at P.O. Box 1840, Tampa, FL 33601. Forms may be faxed to 813.223.2515 or emailed to [dkey@constangy.com](mailto:dkey@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

### 8:40–9:55 PRELIMINARY PLANS

#### Caution - Construction Ahead: Recent Developments in Labor and Employment Law **Mike Malfitano**

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 **David Steffen**

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 **Hannah Choi**

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

### 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

### 11:00–12:00 DESIGN OPTIONS

#### Bridging the Gap: Identifying Accommodation Pitfalls **Cherie Silberman**

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.

#### Bonding Agents: Creating an Inclusive Workplace **Angelique Groza Lyons**

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.

#### Picketing Fences: How Non-Union Workplaces Are Under Assault by the NLRB **Tim Davis**

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

### 12:00–1:15 THE LUNCH TRUCK

### 1:15–2:15 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.

### 2:20–3:20 DESIGN OPTIONS

#### Measure Twice, Cut Once: Protecting Your Company From A Lawsuit **John Campbell**

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 **David Steffen**

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 & Debbie Hembree**

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.