



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



Space travel is full of unknown and hidden dangers. These days, labor and employment law has a great deal in common with space travel! 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. It is critical to stay abreast of the latest rules and regulations, legal developments and compliance strategies to lead your company into the future. Please join us as we explore the great frontier of labor and employment law at the Constangy, Brooks, Smith & Prophete 2018 employment law seminar. This all-day event offers 11 informative sessions of all of the latest information and practical advice needed to make your workplace out of this world.

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 1840, Tampa, FL 33601. Forms may also be faxed to 813.223.2515 or emailed to 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

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.



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.

For more information, contact Doris Key at 813.223.7166 or dkey@constangy.com.

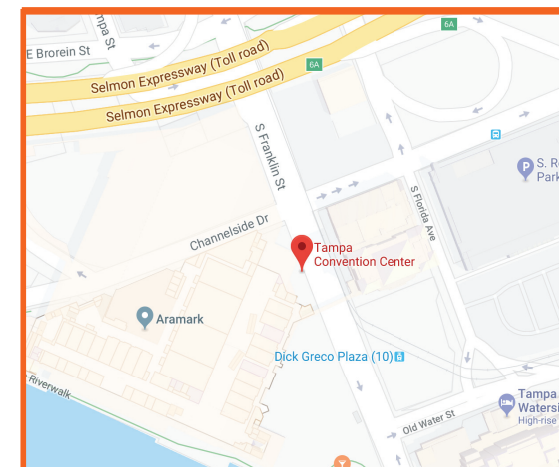
To learn more about dates and locations of workshops in other cities, visit www.constangy.com, or call your Constangy attorney.

Tampa Convention Center

333 S. Franklin St., Tampa, Florida

813.274.8511

Wednesday, March 21, 2018



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 Broroin and Tampa Streets.



HR: The Next Frontier

MAKE YOUR WORKPLACE
OUT OF THIS WORLD

ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP

Tampa Convention Center, Tampa, FL
Wednesday, March 21, 2018





Registration

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

(Please Print)

In Tampa on March 21, 2018 (Deadline March 14)

Name _____

Email _____

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): \$200 _____

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 1840, Tampa, FL
33601. Forms may be faxed to 813.223.2515 or emailed to
dkey@constangy.com.

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



Agenda

**8:00–8:30 Pre-Flight Activities:
Registration & Continental Breakfast**

8:30–8:45 Introduction

8:45–10:00

**All Systems Go: Recent Developments in Employment
Law** *Mike Malfitano & David Steffen*

As the Trump Administration took off in 2017, it instituted numerous changes in regulations, interpretive guidance and the enforcement of existing laws and regulations. At the same time, plaintiffs’ attorneys are fighting back with creative new legal challenges for employers. This popular session will review the most important developments in labor and employment law, and provide practical advice for employers in managing their relationships with employees. It will also explore the future impact of the 2016 election and anticipated new issues approaching employers at warp speed.

10:00–11:15 The First Galaxy

**Exploring the Unknown: Tackling Difficult Workplace
Investigations** *Tim Davis*

As issues of harassment and inappropriate conduct continue to dominate public conversation, employers need to prepare themselves for an increase in employee complaints and concerns. Now is the time to review and fine-tune your investigative procedures. This informative session will explore best practices when conducting an internal investigation, provide guidance on handling issues that arise and offer tips to avoid investigative pitfalls.

**Preflight Checklist: Developing A Plan for Handling
Mental Health Issues** *Cherie Silberman*

Mental illnesses in the workplace present unique challenges for employers. If you don’t have a solid flight plan, you may be headed for disaster. How do you respond to requests for mental health accommodations? When is it appropriate to submit an employee for a fitness-for-duty exam? During this session, we will discuss these issues and more, including how to handle substandard performance which may be caused by a mental illness and best practices when an employee’s mental health may pose a risk to others in the workplace.

**Unidentified Flying Objects: What is Going on With
Your Benefits?** *Dana Thrasher*

No trip around the world of labor and employment law is complete without a review of the latest issues involving employee benefits. Health care reform has dominated the news for months, and our benefits attorney will break it down for you. From health care to retirement plans, this session will provide an



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in-depth analysis of the current law of the land, and what to expect in the future.

11:15–11:30 Refueling (Coffee Break)

11:30–12:30 The Second Galaxy

**Avoiding the Black Hole: Americans With
Disabilities Act** *David Steffen*

While the vast majority of employees understand the necessity of appearing for work as scheduled, there are some who try to exploit the protections provided under the Americans with Disabilities Act (“ADA”) and the Family and Medical Leave Act (“FMLA”) to have extra time off. This interactive presentation will focus on methods employers can use to address employees who try to take advantage of these laws and discuss efforts to curb potential abuse. In addition, it will include a discussion of how an employer must respond to a leave request when the ADA and FMLA deviate.

**Meteor Strike: Are You Destroying Your At-Will
Status?** *Sean Douthard & Angelique Lyons*

Are you unknowingly making a promise to your employees that you don’t intend to keep? As we all know, Florida is an “at-will” employment state. However, something as simple as a few poorly chosen words can remove an employee’s at-will status and cause some major headaches for an employer. This presentation will cover what you need to be aware of when it comes to inadvertently destroying the at-will employment status, and provide specific examples of what you should and should not have in your offer letters, employee documents, records, and policies. Fasten your seatbelts for this one, it’s going to be a bumpy ride!

Colonizing Mars: An Update on Immigration Law *Penni
Bradshaw*

The past year has seen tremendous change and challenges in the area of immigration law, and staying abreast of these issues is paramount. This informative session will cover ICE enforcement, the status on Visa programs and recent I-9 enforcement activities. As immigration laws and the potential for employer liability continue to change and grow, this update is an essential part of your pre-flight checklist.

12:30–1:45 Interplanetary Café (Lunch)

1:45–3:00

5-4-3-2-1...Blast Off to FLSA Compliance

Angelique Lyons

Join us for this interactive session guaranteed to test your knowledge regarding wage and hour issues. FLSA compliance



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and litigation continue to be one of the hottest areas of labor and employment law. Despite employers’ best compliance efforts, there is always another meteor just waiting to strike. This session will provide answers to your wage and hour questions, and help you tighten up your FLSA flight plan.

3:00–3:15 Refueling (Snack Break)

3:15–4:30 The Final Galaxy

**Houston, We Have A Problem: Solving Remote
Workplace Challenges** *Phillip Harris*

Remote working, telecommuting, flexible working – thanks to the wonders of technology, we’re finding new ways to get the job done. In fact, as many as 43% of Americans spent at least some time working remotely in 2016. Certainly, that percentage will only increase with time. As our workforce becomes more dispersed, companies must reconcile numerous FLSA, ADA, privacy, safety, and other compliance issues when managing remote employees. Join us as we confront these issues and discuss specific solutions for this growing legal concern.

**A Space Odyssey: Reviewing the World of
Employment Law** *Allison Wallrapp & Mike Malfitano*

Explorers on their initial odyssey into the galaxy of human resources will encounter many challenges. This interactive presentation will discuss various scenarios HR professionals are likely to encounter and provide information about employment laws implicated by each, as well as practical suggestions on handling the most perplexing challenges. Among other topics, we will discuss the laws that come into play when hiring employees, when an employee announces a pregnancy, when an employee needs to take leave for a medical or emotional issue, and when it is time to jettison a poor performer.

**Flying High: Marijuana & Drug Free Workplace
Issues** *Robin Midulla*

Work is no place for “spaced out” employees wanting to reach new heights on boom power. Nevertheless, legalization of medical marijuana will inevitably result in some employees launching attacks on employer drug-free workplace policy limits. While medical marijuana legalization may create new challenges, it does not leave employers defenseless to thwart those attacks. Come learn new navigational skills regarding employers’ rights, responsibilities, and means to combat legal use. It’ll be out of this world!

4:30–5:30 Cocktail Party