

 **General Info**

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

 **General Info**

Last year ushered in a new presidential administration, as well as a series of significant changes in the labor and employment law arena. Even more changes affecting both private and public sector businesses have taken place throughout 2018. Keeping abreast of the workplace landscape is more crucial for business, legal, and human resources professionals than ever before. Please join us for the Constangy, Brooks, Smith & Prophete’s 2018 employment law seminar, where you will hear all of the new developments and trends in an atmosphere that encourages open dialogue and the exchange of ideas.

Our 2018 workshop, entitled “Constangy Network Television,” will go beyond discussion of workplace law fundamentals and will be geared to the needs of professionals who bring experience and an understanding of the essential concepts. Presenters will do a deeper dive, hitting on important subtleties of workplace law issues and the most critical points for decision-making. We are proud to partner with Lockton for the third straight year.

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 online access to presentations and materials, as well as a continental breakfast, lunch, and afternoon snacks. 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 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 and mail in payment. Forms may be faxed to 816-472-6401, or emailed to mgregory@constangy.com.

Registration Fee

The cost is \$75 per person. The fee includes all reference materials, continental breakfast, lunch, snacks, and parking.

 **General Info**

Accommodations

To stay at Hyatt Place Kansas City, call 913.742.7777 or visit <http://hyattplacekansascitylenexacitycenter.com>. Use group code G-CBS2 to book your room for \$129 + taxes. Room must be reserved by October 15.

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, November 8, 2018



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.



**CONSTANGY
 NETWORK
 TELEVISION**



**ANNUAL LABOR
 & EMPLOYMENT
 LAW WORKSHOP**

KANSAS CITY

Hyatt Place Kansas City
 Lenexa, Kansas
Thursday, November 8, 2018

Registration

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

(Please Print)
In Kansas City on November 8, 2018 (Deadline November 1)

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop \$75

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 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.

Agenda

8:20–8:50 Registration & Continental Breakfast

8:50–9:00 | Introduction

9:00–10:00 | Session 1

The Constangy News Report: Your One Trusted Source for News on Recent Developments. **Tim Davis & Kim Seten**

Don't touch that dial! In this wide-ranging and timely portion of our workshop, we will review the most important new developments in labor and employment law that have occurred in the past year. We will discuss all new federal and state legislation impacting the workplace, as well as review significant cases handed down by the courts and administrative agencies that affect employers.

10:00–10:45 | Session 2

Benefits Broadcast: "We Interrupt This Program for a Very Important Update. . ." Dana Thrasher

Please be advised that significant changes may be looming in the benefits world. From the ongoing saga of health care reform and possible repeal/replacement of the ACA to major tax overhaul and the potential impact on retirement planning and other benefit programs, we will preview upcoming episodes and discuss potential cliffhangers that you won't want to miss. With recent cast changes in Washington and the never-ending in-fighting of the characters, you definitely will not want to miss this update.

10:45–11:00 | Coffee Break

11:00–11:40 | Session 3

Rated PG-13 (Professional Guidance Strongly Suggested): Mental Health Issues Under the ADA & FMLA.

Nikki Howell & Nick Walker

Employers are increasingly likely to be confronted with a mental health concern in their workplaces. This session will explore, from

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both a practical and legal perspective, employers' options and obligations under the ADA and FMLA when an employee suffers from a mental health disorder. We will identify when an employer may or must request medical information, when the obligation to engage in the interactive process arises, and several types of accommodations for mental health conditions.

11:40–12:00 | Session 4

Capitol Beat: A Legislative Update. **Scott Behrens**

This session, from Lockton's Director of Governmental Affairs, will cover all the latest news from Capitol Hill, including pending legislation on the horizon.

12:00–12:30 | Session 5

Secret Agents/Double Lives Episode: Employee Background Screening. **Evan Jarrold**

Today's headlines continue to stress the critical importance of conducting background screenings of potential employees, as well as current employees. In this session, we will discuss the various types of background screenings that employers should consider to minimize liability and protect their workplaces, employees, customers, and assets, and to ensure that the best candidate is selected, as well as the legal implications of such screenings.

12:30–1:15 | Lunch

1:20–2:20 | Session 6

CSI: Constangy: Tackling Difficult Workplace Investigations. **Don Prophete & Jill Moenius**

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 procedure. This informative session will explore best practices when conducting an internal investigation, provide guidance on handling issues that arise and offer tips to avoid investigate pitfalls.

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2:20–2:50 | Session 7

Who Wants to be a Millionaire?: Plaintiffs' Attorneys & FLSA Lawsuits. **Heather Lake**

When compensating employees, there's no room for error under the FLSA. You have to know the rules of the game because Plaintiffs' attorneys have their hands on the buzzer. In this session, we examine mistakes that employers commonly make that can lead to economically devastating wage and hour lawsuits brought under the FLSA.

2:50–3:10 | Snack Break

3:10–3:40 | Session 8

The Office: Hiring, Firing, and Documentation. **Jack Wallace**

What makes for a hit comedy in the TV universe would likely result in a flop in the real world. In this session, we take a humorous yet practical look at how to hire and fire, and why to document everything in between.

3:40–4:10 | Session 9

The Employees' Court: Solving Problems Through ADR—Litigation of Employment Claims is Expensive for Employers No Matter Who is "Right." **David Vogel**

Alternative Dispute Resolution (ADR) options employers have to try to resolve disputes before and after litigation occurs. We will also evaluate the comparative costs and effectiveness of each of these alternatives.

4:10–4:15 | Closing Remarks/Raffle