



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 8 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 online access to presentations and materials, parking, continental breakfast as well as lunch. 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 Madeline Holihan, Constangy, Brooks, Smith & Prophete at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303. You may fax in your registration form and mail in payment. Forms may be faxed to (678) 999-7837, or e-mailed to mholihan@constangy.com.

Registration Fee

The fee for this full day program is \$195 for the first attendee from a company and \$175 for each additional attendee from the same company.

Accommodations

Space may be available at the nearby Atlanta Marriott Northwest Galleria Hotel, 200 Interstate North Parkway, Atlanta, GA, 30339. Phone: 770-952-7900.

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.



Directions

Cobb Galleria Centre is located in prestigious Northwest Atlanta at the intersection of I-75 and I-285, just 25 minutes from Atlanta’s Hartsfield-Jackson International Airport and minutes from downtown and Buckhead.

If Traveling Northbound On I-75

(or coming from Atlanta’s Hartsfield-Jackson International Airport) If traveling north or south on I-75 take Exit 258/Cumberland Boulevard. Go west on Cumberland Boulevard and proceed to Cobb Parkway/US 41. Turn right on Cobb Parkway and go 7/10ths of a mile to Galleria Drive. Turn right onto Galleria Drive and right again into the Cobb Galleria Centre parking deck.

North/East Directions From I-285

If traveling north or east on I-285 take Exit 19/Cobb Parkway/US 41. Turn right onto Cobb Parkway and move into the left-hand turning lane. Turn left onto Galleria Drive and right into the Cobb Galleria Centre parking deck.

South/West Directions From I-285 (Stone Mountain/Athens):

If traveling south or west on I-285 take Exit 20/Cobb Parkway/US 41. Turn left onto Cobb Parkway and go under I-285. Make a left-hand turn at the second traffic light onto Galleria Drive and turn right into the Cobb Galleria Centre parking deck.

Parking

Ample parking is available at the Cobb Galleria Centre. Parking will be validated.

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.

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



HR: The Next Frontier

MAKE YOUR WORKPLACE
OUT OF THIS WORLD

ANNUAL
LABOR & EMPLOYMENT
LAW WORKSHOP

Cobb Galleria Centre, Atlanta, GA
Thursday, May 10, 2018



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

(Please Print)
In Atlanta on May 10, 2018 (Deadline May 3)

Name _____

Email _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop
(first attendee from company): \$195 _____

One-day employment law workshop
(each additional attendee from company): \$175 _____

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 Madeline Holihan, Constangy, Brooks, Smith & Prophete, LLP at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303 (or fax 678-999-7830.)

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



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 *Tim Newton*

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

Preflight Checklist: Developing A Plan for Handling Mental Health Issues *Cara Crotty*

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? *Paul Ryan*

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 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 *Joe Murray & Crystal Enekwa*

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.

Colonizing Mars: An Update on Immigration Law *Barbara Kihumba*

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 preflight checklist.



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

1:45—3:00

5-4-3-2-1...Blast Off to FLSA Compliance *Frank Shuster & Jarrett Spence*

Join us for this interactive session guaranteed to test your knowledge regarding wage and hour issues. FLSA compliance and litigation continues 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 *Erica Mason*

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.

Exploring the Unknown: Tackling Difficult Workplace Investigations *Tamika Nordstrom*

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.