



AGENDA

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. And 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

e-Law

Appellate

www.constangy.com



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 to build a master plan that will take their companies into the future. Put on your hardhat and join us at the Constangy, Brooks, Smith & Prophete 2016 Employment Law Workshop for all of the latest information and much needed practical advice. This program offers eight 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 in hard copy form, 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 conducted by the firm's offices around the country 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 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 \$50 per person. The fee includes all reference materials, continental breakfast, and lunch.

ACCOMMODATIONS

Please contact Michele Gregory at 816.329.5906 or mgregory@constangy.com for a list of nearby hotels.

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

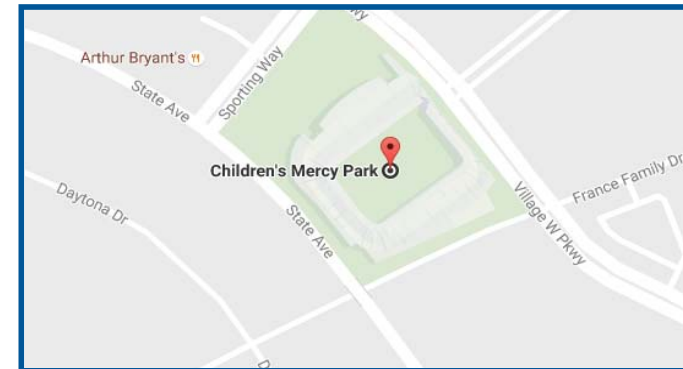
CONTINUING EDUCATION CREDIT

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 human resource organizations. This program has been approved for 6.9 CLE hours for MO, 8.0 hours for KS CLE, 6.75 hours for HRCI and has been submitted for 6.75 hours for SHRM (pending).

For more information, contact Michele Gregory at 816.329.5906 or mgregory@constangy.com, or call your Constangy attorney.

AMERITAS SHIELD CLUB

located at Children's Mercy Park (formerly known as Sporting Park) 1 Sporting Way, Kansas City, KS 66111
Thursday, October 13, 2016



DIRECTIONS

FROM I-435 N & S Exit at State Avenue and head west down State Avenue. Take a right on Sporting Way and another right at the West Box Office lane into the Sprint Plaza for parking. Please follow instructions from parking personnel.



Labor & Employment Law Workshop

KANSAS CITY
Ameritas Shield Club
at Children's Mercy Park
Thursday, October 13, 2016





REGISTRATION

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

(Please Print)
In Kansas City on October 13, 2016 (Deadline October 6)

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

Employment law workshop: \$50

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 INITIAL CONSULTATION: REGISTRATION & CONTINENTAL BREAKFAST

8:50–9:00 INTRODUCTION

9:00–10:00 PRELIMINARY PLANS

Caution–Construction Ahead: Recent Developments in Labor and Employment Law
Nikki Howell & Nick Walker

In building a successful human resource function, it is important to have a good foundational knowledge of the changing laws and regulations governing the workplace. This session will cover the most significant recent developments in labor and employment law over the last year, including a discussion of the most significant judicial decisions impacting the workplace, updates on the latest enforcement efforts by federal and state agencies, and important legislative activity. This session will also cover developments on a state and local level, including updates on Missouri and Kansas law.

10:00–10:45 BUILDING FROM THE GROUND UP

Laying a Proper Foundation: Developing Legal Hiring Practices
Angela Tsevis & Jill Moenius

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 legal action being taken against them. Couple this with growing ban-the-box legislation and heightened 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.

10:45–11:00 COFFEE BREAK



AGENDA

11:00–12:00 ADDING TO YOUR TOOLKIT

Construction Delays: Identifying Accommodation Pitfalls and Handling Employee Leave Issues
Nancy Leonard & Michael Gaston-Bell

Even if your company's accommodation and leave rules are up to code, failing to provide reasonable accommodations to eligible employees can destroy your well designed plans, and productivity can suffer when employees abuse the leave policies. The first part of this interactive session will cover the Supreme Court's new standards and an overview of recent cases regarding pregnancy, disability, and religious accommodations in the workplace. The second part of the session 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.

12:00–1:00 WORKING LUNCH

Picketing Fences: How Non-Union Workplaces Are Being Weakened by the NLRB
Tim Davis & Steve Schuster

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.

1:05–1:40 CHECKING THE BLUEPRINTS

Design Options: Choose Your Own Adventure, ADA Edition
Kim Seten

In this special presentation, the workshop attendees will watch a workplace accommodation dispute unfold in real time, and then apply their knowledge to help our intrepid Human Resources Director navigate the available choices at each step of the story. Can the audience make the right choices to give the story a happy ending?



AGENDA

1:40–2:30 LAYING THE BRICKS & MORTAR Passing Inspection: Managing the Most Challenging FLSA Compliance Issues

Jack Wallace & Heather Lake

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. The discussion will cover the shrinking white collar exemptions, interns, joint employment, postliminary duties, trending wage and hour issues, and the Department of Labor's approach to enforcing the current standards.

2:30–2:40 SNACK BREAK

2:40–3:30 INTERIOR DECORATION

Cyber Security: Protecting Your Business from the Outside-In and Inside-Out
Madeline Allen, Lockton Cyber Technology Practice

One of the biggest threats employers face is a cyber-attack that exposes confidential or personal information or brings business operations to a halt. The threat of an attack on a business' network and data is constant and ever-changing. What is your biggest risk? Who is a likely perpetrator? What can you do to protect your business, your employees, your customers and yourself? In this session, you'll get answers to all of these questions and more.

3:30–4:15 APPLYING FINISHING TOUCHES

Weatherproofing Your Business: Lessons Learned from the Courtroom
Don Prophete, David Vogel and Ivan Nugent
Moderator: Evan Jarrold

Only a small percentage of employment disputes are resolved at trial, but when trials do occur they often reveal many truths about the best ways to deal with difficult employees, how managers can better reduce litigation risk, and the tactics employers can utilize to put themselves in the best position to win if a trial is inevitable. This session will feature a panel discussion of these issues by prominent battle-tested litigators who have successfully defended employers at trial. Panelists will include Constangy's talented trial counsel as well as Ivan Nugent, In-house counsel for Kansas City, Missouri School District, who has tried several cases to successful verdicts and has a unique perspective on trying cases in Missouri state court.

4:15–4:20 CLOSING REMARKS