

EMPLOYMENT LAW ROAD TRIP

Mapping Your Journey to Compliance

2026 TAMPA LABOR & EMPLOYMENT LAW WORKSHOP
THURSDAY, FEBRUARY 19, 2026 | TAMPA CONVENTION CENTER | TAMPA, FL

General Information

Rev up your engines and join us for a full day filled with insightful presentations, great company, and plenty of snacks as we hit the road toward employment law compliance at Constangy's 2026 Labor & Employment Law Workshop.

This year's workshop is designed to help you confidently navigate the twists, turns, and unexpected detours of the ever-changing employment law landscape. We'll provide the roadmap and practical guidance you need to stay on course—so you can avoid compliance potholes and reach your destination smoothly and successfully.

Throughout the day, our attorneys will share strategies, tips, and real-world examples to help protect your workplace and strengthen your HR practices. With 11 informative sessions, this program is packed with the latest updates and actionable insights to support professionals working in human resources, corporate counsel, supervision and management, and business leadership.

Your registration includes:

- A comprehensive seminar manual
- Continental breakfast
- Lunch
- Cocktail reception to unwind and network at the end of the day

This workshop is an engaging and cost-effective opportunity to ask questions and receive practical, tailored guidance directly from our employment lawyers. We hope you'll join us for the journey!

When and Where: February 19, 2026, 8:30 am - 5:30 pm ET, Tampa Convention Center, 333 S. Franklin Street | Tampa, FL 33602

Registration: The cost is \$250 per person for the first registrant from a company and \$225 for each additional person from that same company.

Register early! If you register on or before December 19, 2025, you will be entered into a drawing for a chance to win a \$25 Amazon gift card (two available) or free supervisor training (two available).

Spread the Word: Make sure to spread the word about the Workshop. For every person you refer who registers, you will receive an entry into a drawing for a \$100 Amazon gift card. The more people you refer, the better your chances of winning. Just let your connection know to put your name in the referral section when they register online (or contact Kristina Meleshko).

Accommodations: For a list of nearby hotels, please contact Kristina Meleshko at 813.222.1359 or kmeleshko@constangy.com.

Continuing Education Credit: This program is pending approval for HRCI and SHRM credits, as well as FL CLE.

REGISTER HERE



2026 Tampa Labor & Employment Law Workshop Agenda

8:00 a.m. – 8:30 a.m. | Fuel Up: Welcome, Registration, and Continental Breakfast

8:30 a.m. – 8:45 a.m. | Introduction

8:45 a.m. – 10:00 a.m. | Shifting Gears to the New Rules of the Road: Recent Developments in Employment Law

As new legislation, court decisions, and agency regulations continue to impact the workplace, it is important to know how to shift gears to keep your company in compliance. This presentation will focus on the regulatory changes and recent developments that set the course for human resources and legal professionals in driving their companies into the future.

10:10 a.m. – 11:15 a.m. | FIRST BREAKOUT SESSION

Avoiding Detours: A Journey from Workplace Investigations to Litigation

This presentation is your ultimate roadmap through the complex terrain of workplace investigations and potential lawsuits. Starting with the earliest signs of trouble, we'll guide you step-by-step, helping you navigate legal twists and turns, avoid costly detours, and steer clear of investigative pitfalls. By the end of this journey, you'll be equipped to confidently drive your organization toward a strong and successful defense.

Putting on Cruise Control: Ways the Workplace is Changing with AI

Artificial intelligence is no longer a futuristic concept, but is becoming a standard feature in today's workplace. As this technology becomes mainstream, regulations and legal issues continue to emerge. This presentation will explore the integration of AI into your workplace to build a long-lasting and compliant competitive advantage.

Don't Get Car Jacked: The Importance of Knowing How to Avoid Cybercrime

Unravel the dangers of the digital world and stay one step ahead of online threats. In this session, discover how to navigate common cybersecurity pitfalls, protect yourself from data breaches, and tackle critical data privacy and cybersecurity issues. Don't get caught red-handed by not being prepared for digital threats.



2026 Tampa Labor & Employment Law Workshop Agenda

11:15 a.m. – 11:30 a.m. | The Scenic Route: Coffee Break

11:30 a.m. – 12:40 p.m. | SECOND BREAKOUT SESSION

The FLSA Highway: Staying the Course

The road to compliance with the Fair Labor Standards Act begins before you even fill a position and twists and turns throughout the lifetime of employment. Join this session to explore realistic steps and strategies to ensure compliance, including drafting your job descriptions to reflect the realities of the position, setting clear expectations, and properly classifying positions as exempt.

Rules of the Road: Taking the Union Highway

Unionization can feel like a sudden detour, but don't let it lead to a crash. Instead turn on your favorite tunes, roll down the windows, and take a ride down the union highway. In this session, you will learn how to protect your company from unfair labor practice charges and ensure a smooth, legal journey.

Buckle Up: Practical Solutions to Save Yourself from Harassment

This session will provide tips to better position your organization to handle claims of harassment, and practical solutions for common harassment-related scenarios. We will explore topics including workplace romances, preserving evidence and effective workplace procedures.

12:40 p.m. – 1:45 p.m. | Pit Stop: Lunch

1:45 p.m. – 3:00 p.m. | Road Rage Scenarios: Can You Stay in Your Lane?

Get ready to take the wheel as you navigate through the most challenging employment situations. Join us for an interactive session that will address a variety of hot-button employment law issues. We'll go through realistic scenarios and discuss the legal maneuvers required to deescalate and steer clear of legal trouble.

3:00 p.m. – 3:15 p.m. | Rest Stop Refreshments: Snack Break



2026 Tampa Labor & Employment Law Workshop Agenda

3:15 p.m. – 4:30 p.m. | THIRD BREAKOUT SESSION

No Wrong Turns: How to Handle Employees' ADA Requests

This session explores two common detours: how to handle ADA accommodation requests, and what to do when employees signal they're not coming back to work. We'll map out the legal and practical steps for navigating the interactive process, even when the road ahead is unclear, and provide guidance on how to manage lingering leave, extended absences, and when it's time to close the case and move on.

Detours and Directions: What Proactive Drivers Can Learn from the EEOC's Annual Report

Take a data-driven tour of the latest charge statistics! We'll explore the EEOC's enforcement priorities, read the signs of can't-miss trends, and discover what the latest report reveals about workplace risks and compliance.

Avoiding Potholes: Common Mistakes Made When Hiring and Firing

In this interactive presentation, we will examine real-world scenarios to expose the potholes that you might come across during the hiring and firing of employees. You'll learn how to recognize potential risks, establish proper procedures, and ensure your employment decisions are compliant.

4:30 p.m. – 5:30 p.m. | **Last Stop: Cocktail Party**