



2023 Labor and Employment Law Workshop

STEP RIGHT UP: EXPERIENCE THE EMPLOYMENT LAW FAIR

General Information:

Get your ticket to the best fair in town – the Winston Salem office is hosting the 2023 Constangy Employment Law Workshop. The past year has been a wild ride, as both employers and the economy have experienced the thrills and chills of 2022. As human resource professionals, legal counsel, and business owners, it is virtually impossible to navigate the Midway of the fair without a robust understanding of the legal landscape, an eye toward the future and a detailed map to get you there. This seminar provides the guidance and practical advice you need to make it through the fun house that human resources is in this day and age. Please spend the day with us as we share strategies, tips, and tricks to protect your workplace at the Constangy, Brooks, Smith & Prophete 2023 Employment Law Workshop. The Workshop will cover all the latest information and practical advice needed to survive all the crowds and rides that is human resources.

The Constangy, Brooks, Smith & Prophete, LLP Labor & Employment Law Workshop is an interactive program designed for human resources professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, as well as breakfast, a buffet lunch, and networking opportunities throughout the day. The Workshop provides a unique, efficient, and 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.

Registration:

You can register [here](#) or email Kelly Hill at kahill@constangy.com. The cost is \$150 per person. This fee includes all reference materials, breakfast, buffet lunch, and parking.

Continuing Education Credit:

This program is pending approval for HRCI and SHRM credits, as well as NC CLE.

Agenda:

8:30 a.m. – 9:00 a.m. | **Get Your Tickets: Registration & Breakfast**

9:00 a.m. – 9:15 a.m. | **Introduction to a Fun Filled Day at the Fair**

9:15 a.m. – 10:30 a.m. | **Ride the Rollercoaster: Recent Developments in Employment Law**
Speaker: Kristine Sims

After starving in line for what seemed me a year, the wait is finally over, and you can ride the rollercoaster of recent developments in labor and employment law. We now must face the twists and turns of a divided congress and significant court decisions. This presentation will discuss the ups and downs of recent court cases, regulatory changes and the impact government agencies may have on the workforce as we move forward.

10:30 a.m. – 10:45 a.m. | **Coffee Break**

10:45 a.m. – 11:45 a.m. | **Surviving the Bumper Cars: Managing and Investigating Harassment Claims**

Speaker: Rodrigo Pocasangre

Handling and investigating harassment claims can be a difficult and rough ride. When a complaint is raised, it is important to make sure your company conducts a thorough and complete investigation. During this interactive presentation we explore managing workplace investigations, provide tips on best practices, and develop tools to respond to situations when they arise.

11:45 a.m. – 12:45 p.m. | **Merry-Go-Round: The Interactive Process of Accommodations**
Speaker: Nia Doaks

Like riding the merry-go-round, engaging in the interactive process of accommodations can be slow moving and dizzying. In this session, we will discuss the importance of navigating the interactive process, your responsibilities as an employer, recognizing when accommodations are considered reasonable, and how to best avoid potential issues. We will also discuss how to evaluate specific requested accommodations, such as service or emotional support animals, modified work schedules, and more.

12:45 p.m. – 2:00 p.m. | **Lunch**

2:00 p.m. – 3:00 p.m. | **First Place Finish: Find Your FLSA Strength**
Speaker: Shannon ("Missy") Sumerell Spainhour

While staying on top of the FLSA regulations might seem like playing a carnival game, the savvy employer knows how to flex its FLSA muscle. Join this interactive session to review some of the most common FLSA mistakes, learn the latest trends in FLSA litigation, and explore recent changes to the law.



3:00 p.m. – 3:30 p.m. | **Test Your Luck: EEOC Enforcement Guidance on Harassment**
Speaker: Robin Shea

In September 2023, the EEOC released a proposed Enforcement Guidance on Harassment in the Workplace. This session will discuss the proposal's basics and provide insight into the EEOC's view on how to prove harassment, how to determine when an environment becomes "hostile," and the different ways in which an employer can be liable for harassment. We will also discuss a few "hotter" issues such as harassment based on sexual orientation or gender identity, pregnancy, or related conditions (especially since the Pregnant Workers Fairness Act took effect), and religion.

3:30 – 3:45 p.m. | **Snack Break**

3:45 p.m. – 4:45 p.m. | **Come One, Come All: The Importance of Ethics and Proper Management in the Workplace**
Speaker: Jill Stricklin

During this session you will learn how critical doing the right thing, doing the moral thing, and doing the ethical thing can have varying impacts on the workplace. This session will explore common ethical issues in the workplace, reasons behind unethical behaviors, how to promote ethics throughout your workplace, and go through some cases and consequences of poor choices.