

GOING VIRAL: BECOMING AN EMPLOYMENT LAW INFLUENCER

ANNUAL LABOR &
EMPLOYMENT LAW WORKSHOP



**CONSTANGY
BROOKS, SMITH &
PROPHETE** LLP

THURSDAY | APRIL 18, 2024
TAMPA CONVENTION CENTER
TAMPA, FLORIDA

2024 Labor and Employment Law Workshop

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General Information:

Learn how to become a qualified employment law influencer with the 2024 Constangy Employment Law Workshop. In a world full of technology, social media, and artificial intelligence, as human resource professionals, legal counsel and business owners, it is virtually impossible to navigate and keep up with everchanging trends. This seminar provides the guidance and practical advice you need to clean up your network, make the right connections, and to ultimately become the most viral influencer in this day and age. Please join us as we share strategies, tips and tricks to protect your workplace at the Constangy, Brooks, Smith & Prophete, LLP 2024 employment law seminar. This day-long event offers 11 informative sessions that will cover all the latest information and practical advice needed to successfully influence your way through human resources.

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, as well as a continental breakfast, lunch, and cocktail reception at the end of the day. The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our employment lawyers.

Come experience all the workshop has to offer and successfully develop your employment law profile.

Registration:

You can register [here](#) or email Kristina Meleshko at kmeleshko@constangy.com. The cost is \$240 per person for the first registrant from a company and \$215 for each additional person from that company. The program includes a seminar manual, as well as a continental breakfast, lunch, and cocktail reception at the end of the day.

Continuing Education Credit:

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



Agenda:

8:00 a.m. – 8:30 a.m. | ***Become a Foodie: Registration & Continental Breakfast***

8:30 a.m. – 8:45 a.m. | ***Introduction***

8:45 a.m. – 10:00 a.m. | ***Going Viral: Recent Developments in Employment Law***

In a world where just about anyone is a video clip or online rant away from becoming internet famous, it is important to make sure that employment decisions are consistent with recent court cases and administrative opinions. This session will focus on pressing changes over the last year that impact day-to-day human resources issues and overall operations.



Building Your Network: Perfecting Your Onboarding Process

Building a network of employees can be challenging. Do you have the right filters on, have you checked your privacy settings, or are you tired of all the spam and ghost requests/applications? Navigate the do's and don'ts and the why's and the why nots to the application and onboarding process for your network of new employees.

The Flawless Selfie: Securing Employee Benefits

When trying to keep an eye on the competition and remain relevant as an employer, are you keeping up with what's hip in HIPAA? Are you offering better employee benefits than your competitors? Find out how employee benefits can impact your ranking and how to keep up with the latest legal concerns.

What's Trending: How to Be a Trendsetter and Get Ahead of Workplace Changes

Things change quickly in the world of human resources and employment law, and it is important to stay ahead of the competition. This interactive session will take a deep dive into several hot topics in employment law, including pay transparency, artificial intelligence, and remote work. We will explore how these topics apply to an ever-changing and diverse workforce, your responsibilities as an employer, and best practices and policies to help you confidently keep up with these trends.

11:15 a.m. – 11:30 a.m. | ***Tik Tok, It's Time for Some Caffeine: Coffee Break***



You're Blocked: Terminating Your Employees Effectively

Are you trying to avoid being canceled or blocked for terminating an employee? In this session, we will discuss the best ways to terminate effectively, best practices regarding termination documents, and how to effectively manage a termination decision to dodge being added to the blocked list.

Don't Get Hacked: Improving Your Data Privacy and Cybersecurity

Who wants to deal with leaked information or cloned accounts? In this session you will find out how to protect yourself from data breaches or a cyber-attack and learn critical information on how to mitigate potential hacking.

@NonUnionized: Updating Your Documentation for Compliance with the NLRA

Make sure you don't get tagged by the National Labor Relations Board for non-compliance with the NLRA with this informative session. Learn about the NLRB's most recent decisions and how they affect those nonunionized workplaces. This session will discuss important compliance with protected concerted activity, employee handbooks, and settlement agreements.

12:30 p.m. – 1:45 p.m. | ***Make IRL Connections: Lunch***

1:45 p.m. – 3:00 p.m. | ***Get Verified: Test Your Employment Law Style***

Join us for this interactive session where we will cover important topics such as important documentation, Fair Labor Standards Act, harassment, and more. This session will test your knowledge and help you become a verified employment law influencer.

3:00 p.m. – 3:15 p.m. | ***Charge Your Low Battery: Snack Break***



Being Offline: Taking Charge of Intermittent FMLA

Can employees silence their notifications, ignore their messages, or enjoy a status of “Do Not Disturb”? If they have requested leave, then they just might. Intermittent leave is one of the most difficult aspects of compliance with the Family and Medical Leave Act. In this session, we will explore some of the common pitfalls employers face in dealing with the often-daunting topic of intermittent FMLA leave.

#FloridaMan: Reviewing Florida Specific Employment Laws

If you think the Florida Man headlines are entertaining, then join us for this session. You will learn about Florida specific employment laws that will keep you on your toes. There’s nothing Florida Man wouldn’t do and during this session you’ll see what makes Florida employment law just as unpredictable and crazy as the infamous Florida Man.

Sliding into Your DMs: Handling Accommodation Requests

What happens when an employee “slides into your DMs” to discuss an accommodation request? Unlike real life, an employer cannot just ignore or delete the message. This session will focus on the interactive process an employer must take after receiving an accommodation request. We will discuss not only the legal requirements under state and federal law, but also the steps an employer should take when discussing accommodations with an employee.

4:30 p.m. – 5:30 p.m. | ***Spill All the Tea You Learned Today: Cocktail Party***