



CONSTANGY NETWORK TELEVISION



ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP

JACKSONVILLE

Ponte Vedra Inn & Club
Ponte Vedra Beach, FL
Friday, March 30, 2018

3:10–3:25 Snack Break

3:25–4:25 Fourth Breakout Sessions

Public Service Announcements: Important Developments in the Public Sector. **Lori Mans**

Government employers will want to join us for this session as we review legal trends specific to the public sector. In this session, we will review notable employment cases involving government entities, including cases dealing with constitutional protections that are only afforded to public employees. We will also discuss the most recent developments in the areas of traditional labor, government in the sunshine, and veterans' preference.

Secret Agents/Double Lives Episode: Employee Background Screening. **Meg Zabijaka & Ariel Cook**

Today's headlines continue to stress the critical importance of conducting background screenings of potential employees, as well as current employees. In this session, we will discuss the various types of background screenings that employers should consider to minimize liability and protect their workplaces, employees, customers, and assets, and to ensure that the best candidate is selected, as well as the legal implications of such screenings.

The Employees' Court: Solving Problems Through ADR—Litigation of Employment Claims is Expensive for Employers No Matter Who is "Right." **Heather Owen**

This presentation explores the many Alternative Dispute Resolution (ADR) options employers have to try to resolve disputes before and after litigation occurs. We will also evaluate the comparative costs and effectiveness of each of these alternatives.

4:25–5:30 Cocktail Reception

Last year ushered in a new presidential administration, as well as a series of significant changes in the labor and employment law arena. Even more changes affecting both private and public sector businesses are expected in 2018. Keeping abreast of the workplace landscape is more crucial for business, legal, and human resources professionals than ever before. For 36 years, the Jacksonville office of Constangy has striven to provide clients and guests with an annual event which focuses on new developments and trends in an atmosphere that encourages open dialogue and the exchange of ideas.

In 2017, we altered our workshop to provide a more advanced, in-depth analysis of the subjects covered in our materials and presentations. Continuing that tradition, our 2018 workshop, entitled "Constangy Network Television," will go beyond discussion of workplace law fundamentals and will be geared to the needs of professionals who bring experience and an understanding of the essential concepts. Presenters will do a deeper dive, hitting on important subtleties of workplace law issues and the most critical points for decision-making.

Come join us for our 2018 Labor and Employment Law Workshop! There will be lots of channels (i.e., presentation topics) to choose from, however, seating will be limited to the first 150 registrants.

To Register

Register and pay online at www.constangy.com, or complete the attached registration form and mail it with payment to Constangy, Brooks, Smith & Prophete, LLP at P.O. Box 41099, Jacksonville, FL, 32203-1099. You may also fax or email your registration form and mail in payment. Forms may be faxed to 904-356-8200, or emailed to bdarnofall@constangy.com.

Registration Fee

The cost is \$225 per person. The fee includes all reference materials, continental breakfast, lunch, cocktail reception and parking.

Accommodations

Space may be available at the Ponte Vedra Inn & Club at 200 Ponte Vedra Blvd., Ponte Vedra Beach, FL 32082 (866) 748-8083 or Hampton Inn & Suites at 1220 Marsh Landing Pkwy., Jacksonville Beach, FL 32250 (904) 280-9101.

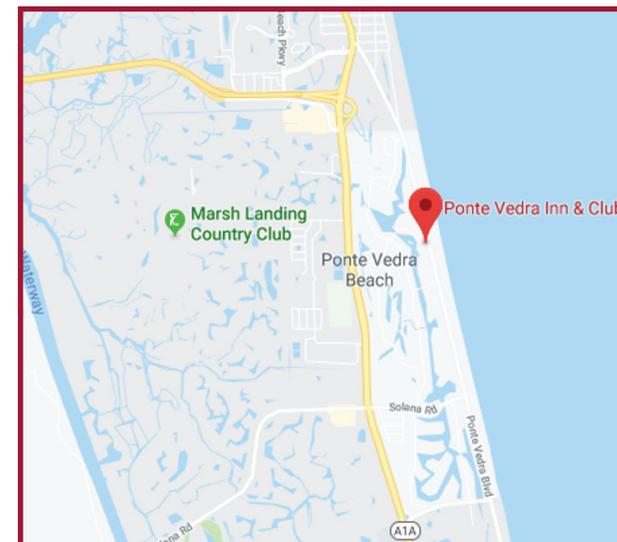
Continuing Education Credit

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 from HRCI and SHRM.

For more information, contact Bonnie Darnofall at 904-357-2652 or bdarnofall@constangy.com.

Ponte Vedra Inn & Club

200 Ponte Vedra Boulevard
Ponte Vedra Beach, FL 32082
866.748.8083
Friday, March 30, 2018



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.



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

(Please Print)
In Jacksonville on March 30, 2018 (Deadline March 23)

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop \$225 _____

Total Fees Remitted: _____

Credit Card Payment: MC VISA Am. Exp.

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Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Constangy, Brooks, Smith & Prophete, LLP at P.O. Box 41099, Jacksonville, FL, 32203-1099. Forms may be faxed to 904-356-8200, or emailed to bdarnofall@constangy.com.

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



8:00–8:30 Registration & Continental Breakfast

8:30–8:40 Greeting & Introduction

8:40–9:40

The Constangy News Report: Your One Trusted Source for News on Recent Developments. **F. Damon Kitchen**

Don't touch that dial! In this wide-ranging and timely portion of our workshop, we will review the most important new developments in labor and employment law that have occurred in the past year. We will discuss all new federal and state legislation impacting the workplace, as well as review significant cases handed down by the courts and administrative agencies that affect either private or public sector employers.

9:45–10:45 First Breakout Sessions

Benefits Broadcast: "We Interrupt This Program for a Very Important Update. . ." **Dana Thrasher**

Please be advised that significant changes may be looming in the benefits world. From the ongoing saga of health care reform and possible repeal/replacement of the ACA to major tax overhaul and the potential impact on retirement planning and other benefit programs, we will preview upcoming episodes and discuss potential cliffhangers that you won't want to miss. With recent cast changes in Washington and the never-ending in-fighting of the characters, you definitely will not want to miss this review.

"The Office": Hiring, Firing, and Documentation. **Jesse Bannon**

What makes for a hit comedy in the TV universe would likely result in a flop in the real world (not to be confused with MTV's "The Real World"). In this session, we take a humorous yet practical look at how to hire and fire, and why to document everything in between.

"The Twilight Zone": What To Do When Religion and Politics Enter the Workplace. **Ariel Cook**

Politics and religion are showing up more and more in the workplace and the impact can be polarizing. Employers face difficult decisions in establishing preemptive policies, handling tensions between employees, and responding to outside pressure from clients, customers, or the general public, all while maintaining productivity and efficiency within the workplace. This session will address these concerns and more, helping employers consider their current approach to these issues and develop a strategic plan for the future.



Workplace Solutions for Marijuana and Opiate Use and Abuse. **Tommy Eden**

Employers may have a legitimate interest in addressing the use of both prescription and over-the-counter medications in their drug-free workplace policy and safety risk reduction program. The expansive protections for medical marijuana cardholders in some states also dictate that employers have a legally defensible plan. In this session, we will discuss the right way for employers who institute drug-free workplace programs to fulfill their duty to provide a safe workplace, reduce accidents, be respectful of employees' privacy and not run afoul of the ADA, Rehabilitation Act and state laws.

10:45–11:00 Coffee Break

11:00–12:00 Second Breakout Sessions

"Who Wants to be a Millionaire?": Plaintiffs' Attorneys & FLSA Lawsuits. **Jesse Bannon**

When compensating employees, there's no room for error under the FLSA. You have to know the rules of the game because Plaintiffs' attorneys have their hands on the buzzer. In this session, we examine mistakes that employers commonly make that can lead to economically devastating wage and hour lawsuits brought under the FLSA.

"America's Got Talent": Managing Millennials in the 21st Century to Gain a Competitive Edge. **Elizabeth Joiner**

Today's workforce is made up of four generations: Traditionalists, Baby Boomers, Generation X, and Millennials. During the next 10 years, organizations have a unique opportunity to draw from the experience, leadership and talent of three prior generations to manage Millennial talent. However, the four generations have contrasting work styles, motivational drivers, attitudes and opinions about work, often creating challenges in the workplace. In this session, we will discuss these differences, why it is important to recruit, retain and promote Millennials, and how to tap into this talent to gain a competitive edge.

Rated PG-13 (Professional Guidance Strongly Suggested): Mental Health Issues Under the ADA & FMLA. **Lori Mans**

Employers are increasingly likely to be confronted with a mental health concern in their workplaces. This session will explore, from both a practical and legal perspective, employers' options and obligations under the ADA and FMLA when an employee suffers from a mental health disorder. We will identify when an employer may or must request medical information, when the obligation to engage in the interactive process arises, and several types of accommodations for mental health conditions.



"Homeland": Immigration Update. **Penni Bradshaw & Jeanette Phelan**

This session will include the latest update on immigration-related work place matters, including I-9 compliance issues, the end of DACA, travel bans and much, much more. Yes, this drama is still unfolding, so you will want to stay tuned to this heart-stopping, jaw-dropping, fly by the seat of your pants action.

12:00–1:00 Lunch

1:00–2:00 Skit

2:10–3:10 Third Breakout Sessions

Benefits Broadcast: "We Interrupt This Program for a Very Important Update. . ." (repeat session)

Directing the Workplace: Updating and Developing Employment Policies and Handbooks. **Gary Wheeler**

Do you realize that it is time to revise or revamp your organization's employee handbook and other workplace policies? Unsure of where and how to start? Not to worry. Attendees of this session will leave with fully compliant employee handbooks that are customized to reflect your organization's culture. Just kidding, that would only happen in the movies. This is reality TV. But this session will cover planning the revision process, identifying the most critical policies, and allowing flexibility for future modifications.

Breaking FLSA News. **Ellen Kearns**

In 2017, at least ten circuit courts of appeals issued lengthy decisions on important FLSA issues. In some cases, these decisions have changed the law dramatically, creating circuit splits; others have affirmed DOL regulations with emphasis. These cases address issues such as determining "joint employment"; paying for break time; proving off-duty usage of mobile devices and much, much more.

Protecting the Cast and Crew: Active Shooter and Other Workplace Violence Issues. **Meg Zabijaka**

While many instances of workplace violence cannot be predicted, there are steps that can be taken to monitor the workplace and prevent and/or minimize threats of violence. In this session, we will discuss an employer's legal obligations in preventing and responding to security threats and violence in the workplace, including options for workplace monitoring. We also will discuss practical considerations in implementing a workplace violence program.