

# SCHEDULE

8:00-8:45am

## CONTINENTAL BREAKFAST & REGISTRATION

8:45-9:00am

### Welcome

*Vincent A. Marchetti & Janet Goldberg McEnery*

9:10-10:00am

### Investigating Harassment Complaints Post Weinstein - Are You Prepared?

*Janet Goldberg McEnery*

Sexual harassment is not limited to celebrities, politicians and media personalities. With the spotlight on sexual harassment in the workplace, the impact of the #MeToo movement and the recent changes to the tax code, employers more than ever must be ready to identify and manage these issues and plan for prevention. Join us for an interactive discussion on ways to avoid sexual and other harassment complaints, how best to investigate and manage complaints when they arise, and practical tips for protecting your business and brand.

10:10-11:00am

### There Are Two Big HR Issues You Don't Know About – And They're Out There!

*Carol L. Myers*

Issue 1: Tax reform has changed the rules for many employee perks. Find out how the new tax law has shifted responsibilities to the HR Department.

Issue 2: HR reliance on vendors to take care of Company benefit plans. Cybersecurity risk management is HR's responsibility when dealing with employee benefits. Learn practical steps to help keep your employees' confidential "off-site" information safe.

11:10-12:00pm

### HR: Are You Still Doing Things the "Old" Way?

*Andrew W. McLaughlin*

HR like technology is fast changing. Most of us ditched flip phones long ago. So why should you use HR practices from that same era? Learn about recent developments to make sure your HR policies and practices for hiring, firing and other personnel decisions are cutting edge.

12:00-1:00pm

## LUNCH & NETWORKING

1:00-1:50pm

### You Don't Know What You Don't Know About the ADA

*Lisa K. Berg*

Twenty-eight years after its passage, the law on the Americans with Disabilities Act continues to evolve. In this session, we will discuss the latest developments in disability law and practical strategies for ensuring compliance in the workplace.

2:00-3:00pm

### Labor and Employment Lightning Round: Don't Be Thunderstruck!

*Lisa K. Berg, Janet Goldberg McEnery, Andrew W. McLaughlin, Carol L. Myers, Kara S. Nickel, Glenn M. Rissman & Rene F. Ruiz*

A lightning quick rundown of recent developments in immigration, website accessibility, formulating winning strategies in labor relations, and other topics. Bring your questions! This session will end with a Q&A giving attendees the chance to ask those tough questions that keep HR professionals up at night.

Bonus

3:00-4:30pm

### FREE Admission to the Tampa Bay History Center Museum

Includes access to the new "Treasure Seekers: Conquistadors, Pirates & Shipwrecks" exhibit. Enjoy at your own leisure.

# ABOUT OUR TEAM

- **We represent some of the largest employers in Florida** – transportation, pharma, high tech, healthcare and educational institutions, agriculture, building management, major league sports franchises, etc. – and small and mid-sized employers, including a variety of local retailers, hotels and restaurants, service providers, and other small businesses.
- Because our group is part of a full-service firm, **we have seamless access** to immigration, employee benefits, corporate, tax, business restructuring, and litigation lawyers to help in resolving our clients' issues.
- With our five decades of practice in the field, **we bridge the gap** between the traditional labor laws of the 1970s and most cutting-edge employment issues facing employers today.
- **Our clients view us as their counselors of choice** when deciding how to address difficult workplace issues or how to comply with complex employment law rules and regulations.
- Our annual Labor & Employment seminar, which will be celebrating its 28th anniversary this year in Miami, draws hundreds of human resource professionals, in-house counsel and senior executives from South Florida's top businesses. **We are excited to bring a similar seminar to Tampa this year!**
- **No one does events like we do** - our seminars are not just lectures, they are learning experiences. This year will not disappoint.
- **We partner with clients** to provide strategic preventive counseling, workshops (English and Spanish) and harassment-free workplace training (English, Spanish and Creole), audits and legal representation.
- Published annually, **our "pocket guide" is a go-to resource for HR professionals** who need a handy source of information about Florida employment laws.
- **Listed among the American Bar Association's top 100 blogs for 2016**, Stearns Weaver Miller's Labor & Employment Law Blog - BeLaborThePoint.com, or in Spanish, CafeConLabor.com - is a resource for employers, management, in-house counsel, HR professionals and anyone interested in the day-to-day issues facing employers.

## OUR FIRM

Stearns Weaver Miller is a full-service law firm serving clients throughout Florida, nationwide and internationally. With offices in Miami, Fort Lauderdale, Tampa, Tallahassee and Coral Gables, we offer multidisciplinary solutions with a focus on:

- Affordable Housing
- Arts, Sports & Culture
- Banking & Financial Institutions
- Bankruptcy & Creditors' Rights
- Construction
- Corporate
- Cybersecurity
- Education Sector
- Election & Political Law
- Healthcare
- Hospitality & Leisure
- Insurance
- International
- Labor & Employment
- Land Development, Zoning, Environmental & Government Affairs
- Law Firm Ethics & Professional Responsibility
- Life Sciences
- Litigation & Dispute Resolution
- Mergers & Acquisitions
- Real Estate
- Securities
- Tax, Trusts & Estates
- Technology
- Transportation & Infrastructure

## STEARNS WEAVER MILLER