



You're Invited!

You are cordially invited to join the members of Plunkett Cooney's Labor & Employment Law Practice Group for a complimentary half-day seminar on Feb. 7 at the Troy Marriott that peers into the darker side of employment law as viewed through the prism of a fictitious years-long employment law scenario involving numerous employees.

Attendees will watch as the scenario unfolds and our employment attorney panel members dissect specific issues involving applicable state and federal laws, including but not limited to:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Michigan's Paid Medical Leave Act
- Michigan's Elliott-Larsen Civil Rights Act

Our panelists will also provide helpful tips and strategies to assist attendees with such issues as workplace investigations, documenting employee discipline, drafting policies tailored to your workplace and much more.

The seminar will conclude with our "Top 10" tips for avoiding costly lawsuits and contentious litigation, and our attorneys will provide an update on important court cases and trends for 2020. There will be plenty of time for questions, so please share this invitation with a colleague and [click here to register](#). It's FREE!

See detailed description on page 2. We hope you will join us!

Christina L. Corl and **Courtney L. Nichols**, Practice Group Co-leaders

2020 Labor & Employment Law Seminar

Be My Valentine (or Else!)

Troy Marriott Hotel | February 7, 2020 | 8 a.m. Registration | 8:30 a.m. - Noon

Investigative Affairs

Co-workers Joe Goldsmith and Gwen Beck (Beck) start an office romance after meeting at the company holiday party. Their relationship takes an unexpected turn when Joe begins stalking Beck. She learns about Joe's dark side and gets Human Resources (HR) involved, exposing his secret of being bipolar. Although Joe shows no signs of bipolar disorder at work, HR heads down an investigative rabbit hole, not knowing where it will eventually lead.

Good as "New"

After taking a leave for mental health issues, Joe returns to work a "new man." No longer dating Beck, he focuses on his job. The office begins to feel uneasy, however, when Joe's boss becomes critical of his performance and colleagues begin worrying about his mental health. HR receives numerous emails about potential workplace violence and ties them back to Joe. What does HR do now?

The Plot Twist

With Joe no longer in the picture, Beck becomes involved with another co-worker, and her job performance declines. With no documentation in her file about her tryst with Joe, HR could be stuck when dealing with Beck. Complicating matters further, the company failed to adopt a non-fraternization policy. Gwen voices new concerns about stalking and off-duty conduct. Now what?

Echoes of the Past

Although Joe and Beck are no longer employed by the company, new employees freely make jokes and other statements about the "crazies" who used to work there. The jokes are good natured and not directed at anyone in particular, but management doesn't want to acknowledge them for fear of drumming up the sordid past. Is a policy of "letting sleeping dogs lie" the best course of action? Maybe not.

The Grand Finale

No Plunkett Cooney seminar would be complete without a review of best practices and a look ahead at trends in employment law. That's why we've added two final components to the seminar. First up will be our Top 10 Tips for Employers, which will address the latest trends in employment law. The session will conclude with our Watch List Recap of 2019 employment liability case law. You'll want to stick around for this!

How do I Register?

1. Phone: (248) 594-8698
 2. Web: www.plunkettcooney.com
 3. Email: rsvp@plunkettcooney.com
- When registering, please include your name, company affiliation and phone number. Reference "PC Employment Law Seminar" in the subject line.

Who Should Attend?

This complimentary seminar is designed to benefit business owners, executives and human resources professionals. Your co-workers are welcome too!

Are Continuing Education Credits Offered?

This activity is approved by the HR Certification Institute for 3.5 (general) recertification credits toward the aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRi® and SPHRi® certifications.

Plunkett Cooney is recognized by SHRM to offer 3.5 Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

