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**STEARNS WEAVER MILLER WEISSLER ALHADEFF & SITTERSON, P.A. TO HOST  
18<sup>TH</sup> ANNUAL SEMINAR ON LABOR AND EMPLOYMENT LAW:  
*EMPLOYMENT LAW AT THE TIPPING POINT***

**Topics range from “U.S. Supreme Court Decisions Impacting the Workplace” to  
“Supervising Everyone from Rock n’ Rollers to Guitar Heroes”**

**MIAMI —April 2008—** The law firm of Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A. will host its Eighteenth Annual Labor and Employment Law Seminar from 8:30 a.m. to 4:30 p.m. on Wednesday, May 14, 2008 at Jungle Island.

The seminar traditionally draws hundreds of human resources professionals, general counsel and senior executives from the area’s top businesses. The full-day seminar features speakers from Stearns Weaver Miller, including shareholders Robert Kofman and Robert Turk, co-chairs of the Firm’s Labor and Employment Law Department; and shareholders Sharon Quinn Dixon, Russell Hamilton, Lisa Berg and Jon Stage. For details, go to: [http://www.stearnsweaver.com/Upcoming\\_Seminars.shtml](http://www.stearnsweaver.com/Upcoming_Seminars.shtml)

Program highlights include: “The Top Ten Employment Laws Human Resources Professionals Do Not Believe Are True,” a countdown of the top ten strangest employment laws; “What’s the Deal with Electronic Discovery and the Paperless Office?” addressing the transition to electronic human resources and employee benefits files; and “Employment Law Speed Dating,” a rapid-fire, interactive session that will provide updates on important legal issues including reductions in force, 401-K plans and the Family and Medical Leave Act.

A panel of guest speakers includes: Susana Fernandez, Director of Human Resources, Loews Miami Beach Hotel and President of the South Florida Hospitality Human Resources Association; Kathryn Fisk, Corporate Vice President/Employee Services and Human Resources, Baptist Health South Florida; and Craig Nichols, Vice President of Human Resources, Republic Services, Inc. The three will join Stearns Weaver Miller shareholder Annette Torres in a discussion entitled “Totally Cool Stuff Employers Do,” covering noteworthy and innovative approaches to recruitment, hiring, mentoring and training, retention, career enhancement, termination and downsizing.

Keynote luncheon speaker, Nora Curtin, Miami District Office Regional Attorney for the Equal Opportunity Employment Commission (“EEOC”), will provide an overview of several new EEOC initiatives and how they are being implemented in Miami and nationwide.

Registration is \$225 per person and includes the seminar, parking, continental breakfast, lunch and educational materials. The Florida Bar has approved this seminar for 9.0 CLE credits. Additionally, 6.0 credit hours are awarded toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute.

The program is designed for in-house legal counsel, accountants, personnel managers, and senior executives with human resource responsibilities. For more information, please contact Krista Kellogg at 305-789-3504 or [kkellogg@swmwas.com](mailto:kkellogg@swmwas.com). To register, visit [www.acteva.com/go/laborseminar](http://www.acteva.com/go/laborseminar).

Stearns Weaver Miller is a full-service commercial law firm with offices in Miami, Fort Lauderdale and Tampa.

**NOTE TO EDITORS:** Due to an expected large turnout, members of the news media who would like to attend this program must RSVP in advance and specify which session they plan to attend. The agenda is below:

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**18<sup>th</sup> Annual Seminar on Labor and Employment Law  
May 14, 2008  
Miami, Florida**

**AGENDA**

7:45 – 8:30 a.m.

**CONTINENTAL BREAKFAST & REGISTRATION**

8:30 – 9:30 a.m.

**U.S. SUPREME COURT UPDATE:  
NEW DECISIONS IMPACTING THE WORKPLACE**

*Robert T. Kofman, Stearns Weaver Miller*

The U.S. Supreme Court recently decided whether “Me Too” discrimination evidence can go to juries. It will soon decide whether laws allowing retaliation claims should be broadened. These and other upcoming decisions could dramatically increase the number of lawsuits employers face.

9:30 – 10:30 a.m.

**THE TOP TEN EMPLOYMENT LAWS HUMAN RESOURCES  
PROFESSIONALS DO NOT BELIEVE ARE TRUE**

*Robert S. Turk, Stearns Weaver Miller*

The more you know, the stranger employment laws seem to be. We will discuss the employment laws that must be true (but are not) as well as “employment laws” that cannot possibly be true (yet they are). We will count down our top 10.

10:30 – 10:45 a.m.

**BREAK**

10:45 a.m. – 12:00 p.m.

**WHAT’S THE DEAL WITH ELECTRONIC DISCOVERY AND THE PAPERLESS OFFICE?**

*Sharon Quinn Dixon, Stearns Weaver Miller*

*Kara S. Nickel, Stearns Weaver Miller*

*Jon K. Stage, Stearns Weaver Miller*

Is paper passé? The panel will discuss the transition to electronic human resources and employee benefits files. We will also explain what is required in “discovery” of electronically-stored information and e-mail during litigation.

12:00 – 1:30 p.m.

**LUNCH: EEOC INITIATIVES IN FLORIDA AND BEYOND**

*Nora E. Curtin, Regional Attorney*

*Equal Opportunity Employment Commission*

The EEOC has instituted several initiatives to identify and implement new strategies to strengthen its enforcement and ensure that workplaces are free from discrimination. Miami

District Office Regional Attorney, Nora Curtin, will discuss these initiatives and how they are being implemented in Miami and nationwide.

1:30 – 2:30 p.m.

### **TOTALLY COOL STUFF EMPLOYERS DO**

Facilitator:

*Annette Torres, Stearns Weaver Miller*

Panel:

*Susana Fernandez, Director of Human Resources, Loews Miami Beach Hotel  
and President of South Florida Hospitality Human Resources Association*

*Kathryn M. Fisk, Corporate Vice President  
Employee Services & Human Resources  
Baptist Health South Florida*

*Craig Nichols, Vice President of Human Resources  
Republic Services, Inc.*

Our panel of human resources professionals will highlight noteworthy business practices and explore innovative approaches to issues including recruitment, hiring, mentoring and training, retention, career enhancement, termination and downsizing. This presentation will allow the panel and attendees to showcase the employment policies, programs and practices that they find most effective.

2:30 – 2:45 p.m.

### **BREAK**

2:45 – 3:30 p.m.

### **SOUTH FLORIDA'S MULTIGENERATIONAL WORKFORCE: SUPERVISING EVERYONE FROM ROCK N' ROLLERS TO GUITAR HEROES**

*W. Russell Hamilton, III, Stearns Weaver Miller  
Jennifer L. Price, Stearns Weaver Miller*

Employers may have employees born from the thirties to the eighties. A typical South Florida workforce may have up to three generations of employees. Are employers favoring the more experienced "older" employees or the technology-savvy "younger" employees? Can supervisors in their twenties communicate with contemporaries of their grandparents? We will discuss the challenges employers face in addressing a multigenerational workforce.

3:30 – 4:30 p.m.

### **EMPLOYMENT LAW SPEED DATING**

*Lisa Berg, Stearns Weaver Miller (RIFs that can RIP)  
Sharon Quinn Dixon, Stearns Weaver Miller (Am I O.K. with our 401-K?)  
Andrew L. Rodman, Stearns Weaver Miller (FMLA: Past, Present and Future)*

Three speakers. Three topics. Three groups of attendees. Twenty minutes per topic. This fast-paced event will save you time while introducing you to important legal issues. Remember, first impressions are often permanent. With which laws are you compatible? After our session, if you desire more information on a topic you selected, we will match you up with additional written materials.