

# SCHEDULE

8:00-8:45am

## CONTINENTAL BREAKFAST & REGISTRATION

8:45-9:00am

### Welcome

*Janet Goldberg McEnery*

9:10-10:00am

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

*Janet Goldberg McEnery & Andrew W. McLaughlin*

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

### Substance Over Forms: FMLA and I-9

*Kara S. Nickel & Glenn M. Rissman*

The FMLA and I-9 forms seem straightforward and user-friendly, so what could possibly go wrong? Quite a bit. The forms are a potential legal minefield with serious consequences if not properly maintained. We will provide guidance on how to avoid traps on the I-9 Employment Eligibility Verification form and the FMLA's Notice, Designation and Certification forms.

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!

*Moderated by Janet Goldberg McEnery*

*Panelists: 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

3:00-4:00pm

### 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.

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## Our commitment to our clients is simple:

- Provide practical, business-oriented counseling and candid legal advice
- Partner with clients to audit employment practices, comply with wage and hour laws, draft employment agreements, protect trade secrets, realign workforces, and comply with EEO and affirmative action requirements and plans
- Provide zealous and effective representation in administrative and litigation matters, including at mediation and in trial
- Educate and train managers and employees about the “do’s and don’ts” in a rapidly changing work environment
- Be responsive to our clients’ needs 24/7

## Our services include:

- Affirmative Action Programs & OFCCP Compliance
- Disability & Leave Management
- Employee & Management Training
- Employee Benefits & Compensation Planning
- Employee Privacy & Background Checks
- Employment Contracts & Independent Contractor Agreements
- Employment Counseling
- Employment Discrimination Litigation
- Executive Compensation
- Handbook Policy Development & Audits
- Immigration
- Labor Management Relations
- Private & Public Sector Representation/Collective Bargaining
- Restrictive Covenants (including non-competition litigation)
- Risk Management, Compliance & Investigations
- Wage & Hour Audits and Litigation Defense
- Whistleblower Litigation Defense
- Workforce Restructuring & Reductions in Force



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Annual Labor & Employment Law Seminar