

# STEARNS WEAVER MILLER

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## 29<sup>th</sup> ANNUAL LABOR & EMPLOYMENT LAW SEMINAR



**FRIDAY, MAY 17, 2019**

8:00 am-4:15 pm

Hard Rock Stadium  
347 Don Shula Drive, Miami Gardens, FL 33056

# SCHEDULE

8:00-9:00am

## BREAKFAST & REGISTRATION

9:00-10:00am

### **The Applicant Dating Game**

*Robert S. Turk & Ingrid H. Ponce*

Hiring a new employee is just like the game show where choosing a date is based on answers to questions. Join us as one of three lucky applicants will be chosen as a new employee after being questioned by a very interested HR Director. We will cover the job application, Fair Credit Reporting Act, the offer letter, interview questions, restrictions from previous employers, and blunders, bumbles and stumbles to avoid when hiring.

10:00-10:50am

### **Are You Sherlock Holmes or Inspector Clouseau? – Conducting Workplace Investigations**

*Andrew L. Rodman & Elitsa V. Yotkova*

Do you know what triggers an employer's legal duty to conduct a workplace investigation? What are the Do's and Don'ts of an effective investigation? We will discuss the roadmap for investigating internal complaints, as well as when, why, and how you may want to deviate from that roadmap without being thrown off course. Whether you're a novice or a seasoned professional, we will delve into the "art" of conducting an investigation.

10:50-11:00am

## BREAK

11:05am-11:55am

### **Lisa's Indispensable Termination Checklist**

*Lisa K. Berg*

As employment lawyers, one of the most frequent questions we receive is – "Can I fire this employee?" If a termination is executed incorrectly, it can have devastating consequences for the employee, as well as the employer. In this session, we will share an indispensable checklist that will enable you to implement the process in a safe, compliant, respectful, and efficient manner.

12:00-1:00pm

## LUNCH

1:05-1:55pm

### **Meet the Gang Part I – NLRB Workplace Rules, What's Up at the EEOC, Immigration Update**

*Rene F. Ruiz, Eric S. Roth & Glenn M. Rissman*

Ever wander into a HR conversation and have no idea what to say? Our panels will provide the solution. We will highlight the top takeaways for each topic so that you won't have to pretend you know what others are talking about. Quickly learn what you need to know. Then join the fun and sparkle at any HR-related lunch or cocktail party discussion.

# SCHEDULE

2:00-2:15pm

## **BREAK (POPCORN)**

2:20-3:10pm

### **Guess What HR Forgot When Employees Went on Long-Term LOA? After FMLA and ADA, Remember Your Benefit Plans**

*Sharon Quinn Dixon & Andrew W. McLaughlin*

“Out of sight, out of mind” can mean big problems for HR departments dealing with employees on extended leaves of absence, particularly after the employee uses up any leave covered by the FMLA or possibly as extended under the ADA. But what about the employee’s coverage under the employer’s benefit plans, such as health insurance, long-term disability and the 401(k) plan? An employer may stumble into significant liability if it doesn’t closely monitor an employee’s eligibility and take appropriate action under those plans during leave of absence. This session will review the steps employers need to take during leaves to ensure compliance with both employment laws and the employer’s benefit plans.

3:15-4:15pm

### **Meet the Gang Part II – Wage and Hour Hot Topics, Marijuana Update and FMLA/ADA/Workers’ Comp Interplay**

*Bayardo Alemán, Giselle Gutierrez & Eric Gabrielle*