

STEARNS WEAVER MILLER

Here's to



Years!

30th ANNUAL LABOR & EMPLOYMENT LAW SEMINAR

FRIDAY, MAY 15, 2020

8:00 am-4:00 pm

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

SCHEDULE

8:00am-8:50am

BREAKFAST & REGISTRATION

8:50am-9:00am

Welcome

Robert S. Turk

9:00am-9:50am

Lisa's Six Step Program For Accommodating Disabilities In The Workplace

Lisa K. Berg

Are you familiar with the Americans with Disabilities Act's requirements for covered employers to provide effective, reasonable accommodations for employees with disabilities? Employers are still having challenges with the "interactive process." To simplify the "interactive process," we have created a user-friendly, six-step program. Attendees will receive a desk reference guide to assist in recognizing accommodation requests, gathering information, exploring accommodation options, choosing an accommodation, implementing the accommodation and monitoring the accommodation.

9:50am-10:35am

When Did The FMLA Become So Complicated? Our Top 10 HR FMLA Mistakes

Eric K. Gabrielle, Eric S. Roth

The Family and Medical Leave Act has been a 25-year conundrum for Human Resource professionals. We will identify the common (and some of the uncommon) compliance issues with which employers have struggled. We will also suggest proactive solutions to what may appear to be insolvable workplace FMLA-related requests and absences.

10:35am-10:45am

BREAK

10:45am-11:45am

The EEOC in Florida: Missed the Press Releases? Hear It From The District Director

Michael Farrell

Michael Farrell, Miami District Director for the United States Equal Opportunity Commission (EEOC), will review the actions taken by the EEOC in the Sunshine State and what it means for Florida employers.

11:45am-12:50pm

LUNCH

12:50pm-2:05pm

Four Things In 2020 I'd Better Know:

Find yourself in an HR conversation with nothing to contribute? Our panelists will highlight top takeaways on important topics that all professionals should know in this new decade. These valuable tidbits will save you from the embarrassing blank stare and hindsight is "20/20" situation.

- **FLSA and LGBTQ - What's The Takeaway?** - *Andrew L. Rodman*
- **Fair Credit Reporting Act and Background Checks Issues** - *Elitsa V. Yotkova*
- **Who Let the Dogs In? Accommodating Animals in the Workplace and Public Spaces** - *Glenn M. Rissman*
- **Red-Faced or Confident? Handling Probing Questions By Government Regulators Auditing Your Benefit Plan** - *Sharon Quinn Dixon, Andrew W. McLaughlin*

SCHEDULE

2:05pm-2:20pm

BREAK (POPCORN)

2:20pm-3:05pm

Which Suits Create Lawsuits? - Workplace Dress Codes

Robert S. Turk, Ingrid H. Ponce

“Clothes can suggest, persuade, connote, insinuate, or indeed lie...” - *Anne Hollander*
Who would have thought that workplace dress code policies would become a new facet of employment discrimination claims? Tattoos, piercings, hairstyles, apparel, jewelry and more. Join us for an excursion through those dress code prohibitions that need to be rethought, revised or rejected. What’s in your handbook?

3:05pm-4:00pm

OK Stearns Weaver - I Have A Question:

Well then it’s a good thing we have the answers! Our panelists will provide responses to common questions employers seem to be asking due to recent changes in the law.

- **Independent Contractors - Are You Their Employer?** - *Stephanie Turk*
- **Is NLRB Really An Acronym For No Longer Relying On Barack?** - *Paul Cruet*
- **What is the Buzz on Medical Marijuana in the Workplace and Paid Parental Leave?** - *Giselle Gutierrez*

4:00pm-5:00pm

Optional Behind the Scenes Tour of the Hard Rock Stadium!