



2015 Florida Law Alliance
Continuing Education Conference



Employment Law: Updates, Compliance & Hot Topics

Thursday, November 12, 2015

To be Held at the Offices of Hill Ward Henderson, Bank of America Plaza Building, Suite 3700, 101 East Kennedy Boulevard, Tampa, Florida 33602

Join fellow Human Resource Professionals in a one-day program to offer **6 hours** of continuing education credits. An excellent slate of presenters will provide timely sessions with current, insightful topics.

SHRM and HRCI Approval Pending

AGENDA & COURSE OUTLINE

7:30 – 8:15 a.m.

Registration & Breakfast

8:15 – 8:30 a.m.

Opening Remarks by Michael J. Corso

8:30 – 9:30 a.m.

Avoiding and Defending Wage and Hour Class and Collective Actions

Attorney **Craig Salner** (Clarke Silvergate) will discuss ways to defend class and collective actions or better yet, how to avoid them altogether. This session will explore regulatory changes coming with respect to overtime exemptions.

9:30 – 9:45 a.m.

Networking Break

9:45 – 11:00 a.m.

Hot Topics from Inside the Equal Employment Opportunity Commission

For many employers, the EEOC is an unknown entity. How do they investigate charges of discrimination? What is the most effective way to respond to a charge of discrimination? Here is a chance to hear from a true insider – **Robert Weisberg**, Regional Counsel for EEOC. Attorney **Edward Birk** (Marks Gray) will moderate a discussion with Mr. Weisberg to explore how the agency prioritizes charges of discrimination and the most effective way for employers to respond when a claim arises.

11:00 – 12:00 p.m.

Social Media in the Workplace: Who Has the Right?

Attorney **Richard Smith** (Fisher Rushmer) will lead this session, exploring to what extent social media is protected by the Stored Communications Act. Learn what employers can and cannot legitimately do in relation to its employees and their use of social media both at the work site, and away from the office.

12:00 – 1:00 p.m.

Networking Lunch at The Tampa Club

Enjoy a delicious lunch with a panoramic view of Tampa Bay, the Hillsborough River and the skyline of downtown Tampa.

1:15 – 2:15 p.m.

Love Wins: How Recent Developments on LGBT Issues Impact the Workplace

Insights will be shared following the recent Supreme Court ruling in *Obergefell v. Hodges*, and how it aligns with Title VII regarding same-sex marriage and this rapidly developing area of the law. Attorney **Suzanne Boy** (Henderson Franklin) will help attendees learn how to spot potential LGBT-related issues in the workplace. In addition, she will help Human Resource Professionals gain a better understanding of important employment laws and she will share best practices recommended to prevent discrimination in the workplace.

2:15 – 3:15 p.m.

The Unique Challenges of Non-Compete Agreements

Employers and employees undertaking non-compete agreements present unique challenges for enforcement, fairness and proper structure. Join Attorneys **Michael Schofield** and **Daniel Harrell** (Clark, Partington, Hart, Larry, Bond & Stackhouse) as they discuss the rules and decisions based upon the most recent court cases and how they impact non-compete agreements. Practical advice will be given for both defending a suit brought under a non-compete, as well as for challenges to a non-compete. You will learn how to draft contracts to avoid problems.

3:15 – 3:30 p.m.

Networking Break

3:30 – 4:30 p.m.

Managing Leaves of Absence Under the Family & Medical Leave Act

Learn how to avoid litigation with practical tips based upon the latest rules and court decisions. Attorney **Gordon Hill** (Hill Ward Henderson) will highlight how the FMLA rules governing employer's contact with employee health care providers can be used to a company's advantage. Learn how to navigate the interplay between FMLA and ADA and other leave laws, as well as how to manage intermittent or reduced schedule leaves.

OUR FACULTY



Craig Salner – Presenter
Partner, Clarke Silvergate, Miami, Florida

Mr. Salner has extensive experience in a wide range of commercial litigation matters, including employment discrimination matters. Active in his profession, Craig has served as the Defense Research Institute (DRI) Labor and Employment Division Fair Labor Standards Act Subcommittee Chair. He is also a former Chairman of the Commercial Law Committee for the Florida Defense Lawyers Association.



Robert E. Weisberg – Special Guest Panelist
Regional Counsel, Equal Employment Opportunity Commission, Miami, Florida

Mr. Weisberg has served as the Regional Attorney for the Miami District Office of the U.S. Equal Opportunity Commission since 2010. Prior to joining the EEOC, Mr. Weisberg maintained his own law practice in Miami for 20 years. His practice areas emphasized representation of plaintiffs and other aggrieved individuals in civil rights cases, including employment discrimination and other employment-related issues.



Edward L. Birk – Moderator
Shareholder, Marks Gray, Jacksonville, Florida

Mr. Birk has practiced with Marks Gray for 16 years. His practice focus includes Employment Law and ERISA Law. He concentrates in severance agreements, employment contracts, non-competition agreements, and employee benefits, as well as discrimination litigation. Prior to starting his law practice, Ed worked as a reporter and editor for The Associated Press in Boston, Miami and Tallahassee.



Richard W. Smith – Presenter
Managing Shareholder, Fisher Rushmer, Orlando, Florida

Mr. Smith has practiced as an Employment Law attorney with Fisher Rushmer since 1999. He currently serves as the Orlando firm's Managing Shareholder. His practice concentration includes state and federal employment law litigation, including sexual harassment, gender discrimination, race and color discrimination, disability discrimination, age discrimination, national origin discrimination and Fair Labor Standard Act Claims.



Suzanne Boy – Presenter
Stockholder, Henderson Franklin, Fort Myers, Florida

Ms. Boy concentrates her practice in Employment Law, assisting clients with all aspects of employment-related litigation, claims and client counseling. She has experience representing employers in both federal and state courts, and has litigated actions under a variety of employment laws, including Title VII, ADEA, ADA, FLSA, FMLA, Whistleblower Statutes, and all types of Retaliation. Suzanne regularly advises clients regarding employee handbooks; supervisory training; and employee termination, leave and disciplinary issues.



Michael J. Schofield – Presenter
Shareholder, Clark, Partington, Hart, Larry, Bond and Stackhouse, Pensacola, Florida

Mr. Schofield has a broad-based civil litigation practice. He has experience in commercial litigation, insurance coverage and disputes, and general liability matters, among others areas. Mike also serves as a mediator, arbitrator, and neutral in ADR matters, and is a Certified Mediator, and Qualified Arbitrator in Florida as well as Mediator and Arbitrator in Alabama.



Daniel E. Harrell - Presenter
Associate, Clark, Partington, Hart, Larry, Bond and Stackhouse, Pensacola, Florida

Mr. Harrell's legal practice focuses on Labor and Employment counseling and litigation. In addition, he also serves clients in the areas of Civil Litigation, including insurance coverage disputes, commercial arbitrations, contract disputes, personal injury and appellate matters. Daniel is active in the American Bar Association's Section of Litigation, and recently served as the Newsletter Editor and a member of the Leadership Council for the Employment and Labor Relations Committee.



S. Gordon Hill - Presenter
Shareholder, Hill Ward Henderson

Mr. Hill serves as the Practice Group Leader for the Employment Law Group of Hill Ward Henderson. In his practice, Gordon advises, represents and defends corporate clients in a broad spectrum of employment-related issues. He has successfully defended clients in a wide variety of employment-related litigation, but also provides proactive counseling and solutions to help clients manage their employees and avoid litigation.



REGISTRATION

A registration fee of \$25 includes Breakfast, Lunch and all Seminar materials.

To register and handle payment go to our website at

www.floridalawalliance.com

Please register by November 6, 2015.

About Us – Florida Law Alliance

We are a group of independent law firms practicing throughout Florida that have combined their knowledge, efforts, and resources. The goal is to increase efficiency, lower costs, expand the scope and improve the quality of legal services each firm provides to its own clients.

The member firms of the Florida Law Alliance are better able to serve the interests of their clients because of the statewide geographical reach, cumulative expertise in both general and specialized practice areas, and local community knowledge and legal credibility before a specific court or other decision-making body.

The Florida Law Alliance is not a partnership. Each member law firm is a separate entity that performs its own work independently for its clients, and is solely responsible for the quality of its work. No member law firm accepts responsibility for another firm's work.

Florida Law Alliance Member Firms:

Clark, Partington, Hart, Larry, Bond, and Stackhouse
Pensacola

Clarke Silvergate *Miami*

Fisher Rushmer *Orlando*

Henderson Franklin Starnes & Holt *Fort Myers*

Hill Ward Henderson *Tampa*

Marks Gray *Jacksonville*

DIRECTIONS

To Hill Ward Henderson Offices:

Bank of America Plaza
101 East Kennedy Boulevard
Suite 3700
Tampa, FL 33602

From Orlando

- Take I-4 West to exit FL-60
- Take exit 8
- Merge onto E Kennedy Blvd. Bank of America Plaza is on the left.

From Fort Myers

- Take I-75 from US-41 N
- Take exit 8
- Merge onto E Kennedy Blvd. Bank of America Plaza is on the left.

From the Florida Panhandle

- Take I-10 E to I-75 S
- Take exit 45A to N Tampa Street
- Merge onto E Kennedy Blvd. Bank of America Plaza is on the left.

PARKING GARAGE

The Bank of America Parking Garage is located to the south of the Bank building, on Tampa Street, halfway between Jackson and Whiting Streets. Please bring your garage ticket inside with you so that we may handle payment on your behalf.

HOTEL ACCOMMODATIONS

A group rate of \$135 (single or double occupancy) plus tax is available to all attendees the night of October 21. Reservations should be made by calling Hilton at 813.222.4981 and ask for the Florida Law Alliance rate. After October 21, reservations will be accepted based on availability at the prevailing hotel rate. Be sure to mention the Florida Law Alliance when making your reservations.