



One Day, Many SolutionsSM Employment Law Coast-to-Coast

March, April & May 2015

*A one day seminar for anyone with responsibility for
managing people and policies impacting the workplace*

Presented by

FISHER & PHILLIPS LLP
ATTORNEYS AT LAW

Solutions at Work[®]

www.laborlawyers.com



Seminar Cities, Dates & Locations

Atlanta **March 31, 2015**

Georgia Aquarium
225 Baker Street NW
Atlanta, GA 30313

Boston **April 28, 2015**

The Conference Center
at Waltham Woods
860 Winter Street
Waltham, MA 02451

Chicago **May 4, 2015**

The Westin Chicago
909 N. Michigan Avenue
Chicago, IL 60611

Cleveland **May 21, 2015**

Embassy Suites Cleveland
5800 Rockside Woods Boulevard
Independence, OH 44131

Columbia **April 29, 2015**

Stone River
121 Alexander Road
West Columbia, SC 29169

Columbus **May 5, 2015**

The McConnell Education Hall
262 Neil Avenue
Suite 160
Columbus, OH 43215

Dallas **May 6, 2015**

Rosine Hall at
The Dallas Arboretum
8525 Garland Road
Dallas, TX 75218

Denver **April 29, 2015**

Grand Hyatt Denver
1750 Welton Street
Denver, CO 80202

Fort Lauderdale **April 30, 2015**

Westin Ft. Lauderdale
400 Corporate Drive
Ft. Lauderdale, FL 33334

Houston **April 30, 2015**

Maggiano's Little Italy
2019 Post Oak Boulevard
Houston, TX 77056

Irvine **April 30, 2015**

Hilton Irvine –
Orange County Airport
18800 MacArthur Boulevard
Irvine, CA 92612

Kansas City **May 7, 2015**

Overland Park
Convention Center
6000 College Boulevard
Overland Park, KS 66211

Las Vegas **April 14, 2015**

Tuscany Suites and Casino
255 E. Flamingo Road
Las Vegas, NV 89169

Los Angeles **April 29, 2015**

City Club Los Angeles
555 S. Flower
51st Floor
Los Angeles, CA 90071

Louisville **May 7, 2015**

Kentucky International
Conference Center
(Conference Theater)
221 S. Fourth Street
Louisville, KY 40202

Memphis **May 8, 2015**

Marriott Memphis East
5795 Poplar Avenue
Memphis, TN 38119

New Jersey **April 24, 2015**

Hilton Short Hills
41 John F. Kennedy
Parkway
Short Hills, NJ 07078

New Orleans **May 8, 2015**

Hyatt Regency New Orleans
601 Loyola Avenue
New Orleans, LA 70113

Orlando **April 1, 2015**

Garden House at
Harry P. Leu Gardens
1920 N. Forest Avenue
Orlando, FL 32803

Philadelphia **March 25, 2015**

Loews Philadelphia Hotel
1200 Market Street
Philadelphia, PA 19107

Phoenix **May 19, 2015**

Phoenix Westin Downtown
333 N. Central Avenue
Phoenix, AZ 85004

Portland, ME **March 26, 2015**

Portland Marriott at Sable Oaks
200 Sable Oaks Drive
South Portland, ME 04106

Portland, OR **April 21, 2015**

Portland City Grill
Unico US Bank Tower
30th Floor
111 SW 5th Avenue
Portland, OR 97204

San Antonio **April 9, 2015**

Maggiano's Little Italy
at the Rim
17603 IH 10W
San Antonio, TX 78257

San Diego **April 28, 2015**

La Jolla Torrey Pines Hilton
10950 N. Torrey Pines Road
La Jolla, CA 92037

San Francisco **April 22, 2015**

The City Club of San Francisco
155 Sansome Street
10th Floor
San Francisco, CA 94104

Tampa **April 28, 2015**

Crowne Plaza Tampa –
Westshore
5303 West Kennedy Boulevard
Tampa, FL 33609



One Day, Many SolutionsSM Employment Law Coast-to-Coast

The labor and employment attorneys from Fisher & Phillips LLP are going coast-to-coast with practical solutions for workplace legal problems. In one day, you will become better prepared for the employment law changes and challenges all employers face in 2015.

We hope you will join us for this one day employment law seminar in your city or a city nearby.

Who Should Attend This Seminar?

This Employment Law Seminar is designed for anyone who manages employees and makes decisions impacting the workforce. The seminar will benefit Presidents, CEOs, COOs, CFOs, Human Resources professionals, Risk Managers, and In-House Counsel with labor and employment responsibility.

Why Attend This Seminar?

Attendees will receive practical advice which they will be able to use readily in their own organizations.

Seminar Cost

The cost of the seminar is \$165 per person and includes both continental breakfast and lunch. If an organization sends multiple attendees, the discounted price is \$125 per person.

Registration

Register online at www.laborlawyers.com/2015seminars.

AGENDA

8:00 a.m. - 9:00 a.m.

Registration and Continental Breakfast

Session 1: 9:00 a.m. - 9:30 a.m.

Sex, Gender, Same-Sex Marriage & Transgender Employees: What It All Means

Around the country laws are changing as they relate to gender, how gender is defined, marriage between same-sex couples, and how transgender individuals should be treated in the workplace. As more states recognize same-sex marriage, employers have to be prepared to ensure that their benefits programs align with the new laws. Transgender employees also must be treated with respect and dignity, which often means training the rest of the staff about the laws that protect these individuals. This session reviews the changing laws and their impact on the workplace, and outlines steps employers should take to avoid legal problems.

Session 2: 9:30 a.m. - 10:00 a.m.

Marijuana, E-Cigarettes and Other Smoky Things

Some states have legalized medical marijuana, some have legalized marijuana for recreational use. Federal law still considers all marijuana use to be illegal. Should the shift in some states' laws regarding marijuana use change your policy on substance abuse in the workplace? Should you conduct drug testing, and under what circumstances? Also, e-cigarettes have become very popular lately, with some employees claiming that workplace no-smoking policies might not apply to them. Do you need to update your policy on smoking at work to account for this new technology?

Session 3: 10:00 a.m. - 10:30 a.m.

Bring Your Own Devices – Just Don't Bring Me A Lawsuit

Many employers allow their employees to bring their own smartphones, tablets and laptops to work and to use them for business. While "bring your own devices" might seem to present cost savings, some states are requiring that employers reimburse employees for the use of their personal devices for business. These devices also pose a challenge for employers if they are able to connect with the employer's computer system. Employees may have access during non-working time to important business data, and they may work "off the clock" while accessing that data. When such employees leave the organization they may be taking important confidential information with them on their devices. This presentation will address how to minimize the risks of employees' use of their own devices at work.

10:30 a.m. - 10:45 a.m.

Break

Session 4: 10:45 a.m. - 11:30 a.m.

Why the NLRB Is Still Snooping Around Your Employee Handbook

Even if your organization operates without unions that does not mean that you are exempt from National Labor Relations Board (NLRB) scrutiny of your handbooks and policies. The NLRB has been increasingly aggressive in striking down employment policies that may have been in place for years. These include restrictions on sharing information, restrictions on social media usage, e-mail usage and dress codes. During this session learn more about what the NLRB is looking for and how best to ensure that your policies and handbooks will be able to pass muster.

Session 5: 11:30 a.m. - 12:15 p.m.

The Affordable Care Act: Ten Things You Need to Know

2015 is a big year for ACA implementation. As the "Employer Mandate" takes effect for large employers, employees will begin to focus on the "Individual Mandate" as they prepare their 2014 tax returns, and the Supreme Court may throw the entire law into chaos if it rules that tax subsidies may not be paid through the Federal Insurance Exchange. This program will focus on the most important things that employers of all sizes need to know, including strategies for avoiding (or at least managing) Employer Mandate penalties, how the Employer Mandate obligations impact benefit continuation requirements for employees out on a leave, and best practices for complying with an ever-expanding web of complex rules and obligations.

12:15 p.m. - 1:30 p.m.

Lunch

Session 6: 1:30 p.m. - 2:15 p.m.

Local Focus

This session will address employment law issues that are of more local concern in each seminar location. Topics covered may include wage and hour issues, trade secrets and non-compete agreements, and enforceability of arbitration agreements.

Session 7: 2:15 p.m. - 3:15 p.m.

The Best Ways to Get Sued Over Leaves and Accommodation

The most common type of employment lawsuit plaintiff today is the employee who got fired while on or after returning from a medical leave. This session will highlight mistakes in handling leaves that will almost certainly get you sued, including failing to reinstate an employee following a leave because you realized you really didn't need him, firing an employee who fails to return from FMLA leave, terminating an employee who is deemed "permanently disabled" under workers' compensation, and changing an employee's job duties while she is away on leave. We will also address how to deal with multiple leave extensions and how to know when you are finished with the interactive process.

3:15 p.m. - 3:30 p.m.

Break

3:30 p.m. - 4:30 p.m.

Our Panel of Experts Answers Your Questions

We will conclude the program with a panel of employment lawyers and Human Resources professionals who will discuss practical challenges employers face in dealing with the subjects covered during the daylong seminar as well as answer questions submitted by seminar attendees. Learn how your peers are handling the challenges addressed throughout the day.



OUR COMMITMENT

Fisher & Phillips LLP is a law firm focused on taking a practical, businesslike approach to solving labor and employment problems. Fisher & Phillips has more than 300 attorneys and 31 offices, all committed to the following:

- **We provide practical business solutions to our clients' legal problems.** Our attorneys are skilled and tenacious advocates, but we recognize that the most aggressive (and expensive) approach may not be the best solution to a client's problem. In every matter we handle, we identify the client's primary business objective and then find and implement a solution to meet that objective.
- **We learn our clients' business and industry.** We know that context is important. We take the time to learn the business environment in which our clients operate so that the advice we provide fits the client.
- **We are responsive.** We recognize that we are in the client service business. We know that many labor and employment problems arise without much prior warning and require an immediate response, so we are highly accessible to our clients. We return calls and emails quickly, and we are available around the clock as necessary.
- **We respect our clients' time.** We know our clients are busy and must manage many challenges simultaneously, so we do our best to avoid last-minute surprises. We meet deadlines, and we communicate with clients efficiently in plain English.
- **We help our clients avoid legal problems.** We think the lawsuit that was never filed is a better win for our client than a defense verdict after a long and costly trial. We provide thoughtful advice and counsel designed to anticipate and prevent employee claims and lawsuits, government investigations, and union organizing activity.
- **Because of our deep knowledge and experience, we are economical.** Labor and employment law is all we do. Instead of trying to be all things to a client, we offer deep and broad knowledge and experience in the area of the law we know best. We get to the point quickly so our clients do not have to pay for a learning curve.

We are national and local, with attorneys admitted in just about every U.S. jurisdiction. We represent a wide range of public and private employers. Our clients include employers in the agriculture, automotive manufacturing, automobile dealership, banking, broadcasting, casino and gaming, construction, health care, hospitality, insurance, legal and professional services, manufacturing, mining, real estate, retail, technology, transportation, and wholesale and distribution industries, as well as state and local government entities, non-profit organizations, schools, colleges and universities.





INFORMATION

Continuing Education Credits



This program is eligible for HRCI credit.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



Fisher & Phillips LLP is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

Continuing Legal Education Credit

Fisher & Phillips programs generally qualify for Continuing Legal Education credit (CLE) for attorneys. The amount of CLE credits is determined by each state bar. Many seminar locations have applied for CLE credit. Please see the seminar website for more details. Even if your selected seminar location has not applied for CLE, you may submit the seminar to your bar for individual approval.

Cancellation Policy

Written notice of cancellation must be received five (5) days prior to the seminar you plan to attend in order to receive a refund. There will be no refunds for late cancellations. No-shows will be charged at the full conference rate.

Additional Questions?

For more information or registration questions, contact Charles Varon by phone at (404) 760-7987 or by email at seminars@laborlawyers.com.

Office Locations

Atlanta

D. Albert Brannen
Managing Partner
(404) 231-1400

Baltimore

David W. Erb
Partner
(410) 857-1399

Boston

Joseph W. Ambash
Managing Partner
(617) 722-0044

Charlotte

Mason G. Alexander
Managing Partner
(704) 334-4565

Chicago

Craig R. Annunziata
Managing Partner
(312) 346-8061

Cleveland

Steven M. Nobil
Managing Partner
(440) 838-8800

Columbia

Stephen C. Mitchell
Managing Partner
(803) 255-0000

Columbus

Steven M. Loewengart
Managing Partner
(614) 221-1425

Dallas

Michael V. Abcarian
Managing Partner
(214) 220-9100

Denver

Todd A. Fredrickson
Managing Partner
(303) 218-3650

Fort Lauderdale

Suzanne K. Bogdan
Managing Partner
(954) 525-4800

Gulfport

Steven R. Cupp
Partner
(228) 822-1440

Houston

Stephen J. Roppolo
Managing Partner
(713) 292-0150

Irvine

James J. McDonald Jr.
Managing Partner
(949) 851-2424

Kansas City

James R. Holland II
Managing Partner
(816) 842-8770

Las Vegas

Mark J. Ricciardi
Managing Partner
(702) 252-3131

Los Angeles

Todd B. Scherwin
Managing Partner
(213) 330-4500

Louisville

Thomas J. Birchfield
Managing Partner
(502) 561-3990

Memphis

Jeff Weintraub
Managing Partner
(901) 526-0431

New Jersey

Rosemary S. Gousman
Managing Partner
(908) 516-1050

New Orleans

Keith M. Pyburn Jr.
Managing Partner
(504) 522-3303

Orlando

Jeffrey E. Mandel
Managing Partner
(407) 541-0888

Philadelphia

Christopher P. Stief
Managing Partner
(610) 230-2150

Phoenix

Pavneet Singh Uppal
Managing Partner
(602) 281-3400

Portland, ME

Eric J. Uhl
Partner
(207) 523-3449

Portland, OR

Mitchell C. Baker
Managing Partner
(503) 242-4262

San Antonio

Stephen J. Roppolo
Managing Partner
(210) 227-5434

San Diego

Christopher C. Hoffman
Managing Partner
(858) 597-9600

San Francisco

Jason A. Geller
Managing Partner
(415) 490-9000

Tampa

Steven M. Bernstein
Managing Partner
(813) 769-7500

Washington, DC

Dennis C. Cuneo
Managing Partner
(202) 429-3707

FISHER & PHILLIPS LLP

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Solutions at Work[®]

*Representing employers nationally in labor,
employment, civil rights, employee benefits, and immigration matters*

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