



Employment law problems are different from other commercial legal problems. Employment lawsuits, labor disputes, or workplace safety risks—to name a few—can damage employee morale, affect your public image, and hit the bottom line hard. And the motives of your management are often at issue. We can help.

The world of human resources and employment law might seem like a circus with fast changing legislation, high flying legal opinions and wild regulations. To keep your business running smoothly, you need to plan well and understand the risks. Adapting to the ever changing legal requirements and business environment is necessary. Over the past year, we have seen significant changes in the world and more particularly in the area of employment law. It is critical for legal counsel, human resource professionals and business owners to stay abreast of the latest rules and regulations to lead their companies into the future. Please join us at the Greatest HR Show on Earth for the Constangy, Brooks, Smith & Prophete 2017 employment law seminar where you will hear all of the latest information and much needed practical advice. This program offers 11 informative sessions designed to help you develop winning strategies for your workplace, including an advanced track in the morning intended for corporate counsel and senior human resources executives.

The Constangy, Brooks, Smith & Prophete, LLP Labor & Employment Law Workshop is an interactive program designed for human resource professionals, corporate counsel, supervisors and managers, and business owners. The program includes written materials, as well as a continental breakfast, lunch and cocktail reception at the end of the day. The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our employment lawyers. Participants in previous years' programs have told us that this is the most valuable seminar they attend all year.

**TO REGISTER**

Register and pay online at [www.constangy.com](http://www.constangy.com), or complete the attached registration form and mail it with payment to Constangy, Brooks, Smith & Prophete, LLP at P.O. Box 1840, Tampa, FL 33601. Forms may also be faxed to 813.223.2515 or e-mailed to [dkey@constangy.com](mailto:dkey@constangy.com).

**REGISTRATION FEE**

The cost is \$225 per person for the first registrant from a company and \$200 for each additional person from that company. The fee includes all reference materials, continental breakfast, lunch, cocktail reception and parking.

**ACCOMMODATIONS**

For a listing of nearby hotels, please contact Doris Key at 813.223.7166 or [dkey@constangy.com](mailto:dkey@constangy.com)

*The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience.*

**CONTINUING EDUCATION CREDIT**

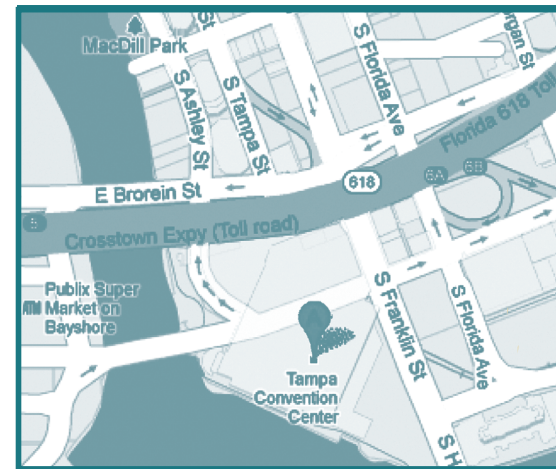
It is the tradition of Constangy, Brooks, Smith & Prophete, LLP to provide programs that meet the CLE requirements of the State Bar as well as certification credits through the Society for Human Resource Management. This program has been submitted for 6.0 general credits.

For more information, contact Doris Key at 813.223.7166 or [dkey@constangy.com](mailto:dkey@constangy.com).

To learn more about dates and locations of workshops in other cities, visit [www.constangy.com](http://www.constangy.com), or call your Constangy attorney.

**TAMPA CONVENTION CENTER**

333 S. Franklin St., Tampa, Florida  
813.274.8511  
Tuesday, February 28, 2017



**DIRECTIONS**

From I-275 South, exit 45A.  
From I-275 North, exit 44.  
Follow signs for Tampa Street.  
Entrance to Convention Center parking garage is at intersection of Brorein and Tampa Streets.



**ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP**

**TAMPA**  
Tampa Convention Center  
Tampa, Florida  
Tuesday, February 28, 2017



Class action defense

Employment litigation prevention and defense

Labor relations

Affirmative action

Occupational safety and health

Wage and hour law

Employee benefits and ERISA litigation

Business immigration

Trade secrets

Workers' compensation

[www.constangy.com](http://www.constangy.com)



You may also register and pay online at [www.constangy.com](http://www.constangy.com)

(Please Print)  
In Tampa on February 28, 2017 (Deadline February 21)

Name \_\_\_\_\_

E-mail \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Special Need/Dietary \_\_\_\_\_

One-day employment law workshop  
(first attendee from company): \$225 \_\_\_\_\_

One-day employment law workshop  
(each additional attendee from company): \$200 \_\_\_\_\_

Total Fees Remitted: \_\_\_\_\_

Credit Card Payment: MC VISA Am. Exp.

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Name on card: \_\_\_\_\_

Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Constangy, Brooks, Smith & Prophete at P.O. Box 1840, Tampa, FL 33601. Forms may be faxed to 813.223.2515 or emailed to [dkey@constangy.com](mailto:dkey@constangy.com).

*Written cancellations that arrive at least one week prior to the event will be refunded.*



### 8:00–8:30 PRE-SHOW ACTIVITIES: REGISTRATION & CONTINENTAL BREAKFAST

#### 8:30–8:45 INTRODUCTION

##### 8:45–10:00

#### The Three Ring Circus: Recent Developments in Labor and Employment Law **Mike Malfitano, David Steffen, Angelique Lyons**

As a new President settles into the White House, employers are anxiously waiting to see the direction employment law will take. But to understand where we are going, we must first know where we have been. Join us for this informative session to examine the three ring circus of employment law — where we have been during the past year, where we are now, and where we can expect to go in the future.

*Note: Highlighted sessions are part of this year's advanced morning track intended for corporate counsel and senior HR executives.*

#### 10:00–11:15 THE FIRST ACT

##### Walking the High Wire: Top 5 Compliance Issues **Cherie Silberman**

Navigating the ever-changing employment laws is like walking the high wire. If you make one wrong step, the results could be devastating. This session will cover the five top compliance issues facing employers today—OSHA's new guidance on post-incident drug testing, recent decisions regarding protections for LGBTQ employees, medical marijuana in the workplace, risks of independent contractor misclassification, and complying with the Fair Credit Reporting Act and other background screening limitations. With so much at stake, this is an act you can't afford to miss.

##### Taming the Lion: Responding to the NLRB's Latest Attacks **Tim Davis**

All employers, whether unionized or not, need to heed the roar of the National Labor Relations Board. Union elections, protected concerted activity and other Board initiatives continue to be hot topics for employers of all sizes. Join us for this engaging session to review where the National Labor Relations Board is today, and where we might expect it to be tomorrow with a new Board appointed by the new President.



##### The Price of Admissions: Cost Containment & Mitigating Risk in Litigation **Mike Malfitano**

The cost of employment litigation continues to escalate at the same time as plaintiffs are finding novel claims to assert against employers; agencies are imposing new employer obligations; and courts are finding violations on issues where previously they did not. This session will focus on litigation avoidance and on strategies aimed at minimizing employers' risks in employment suits. We will look at various options for cost avoidance before and during an employment lawsuit.

#### 11:15–11:30 INTERMISSION: COFFEE BREAK

#### 11:30–12:30 THE SECOND ACT

##### Getting Shot out of a Cannon: FLSA in a Changing Work Environment **Jim Craig**

The world of wage and hour law continues to change due to regulatory action and an evolving workplace environment. Failing to prepare for these changes would be like the circus daredevil being launched without a safety net. This informative session will review best practices for handling all of your wage and hour issues, from the recent, uncertainty of the salary requirement for exempt positions to a mobile workforce, and everything in between.

##### The Show Must Go On: Rightsizing Your Workforce **John Campbell**

As business needs change, employers must continually find the right size for their workforce. Whether you are terminating one employee or a hundred, and whether you are terminating for cause or as the result of a layoff, preparation is the key to success. Join us as we discuss the rules for terminations, layoffs, reductions in force and early retirement programs, and explore risks and best practices for each.

##### Step Right Up: Addressing Pay Equity Issues in the Workplace **Angelique Lyons**

Employees, employers and the government continue to grapple with pay equity issues and the "gender gap." This session will explore ways to analyze pay equity issues in your workplace, and the risks and benefits involved in taking this step. We will also examine the best methods to internally address pay equity concerns without raising red flags, or exposing your company to legal liability.



#### 12:30–1:45 THE CONCESSION STAND: LUNCH

#### 1:45–3:00 BRING IN THE CLOWNS

Join our Constangy performers as we play an exciting game of employment law trivia. All members of the audience will participate with the chance to win fabulous prizes.

#### 3:00–3:15 INTERMISSION: SNACK BREAK

#### 3:15–4:30 THE FINAL ACT

##### The Juggling Act: Scheduling and Leave Issues under the FMLA **Robin Midulla**

Like juggling, handling leave issues under the Family and Medical Leave Act looks like it should be relatively easy. However, properly scheduling and dealing with FMLA leave issues takes knowledge and practice to keep all the balls in the air at the right time. In this session, we'll discuss how the latest DOL guidance affects employers and employees. We'll also review other important scheduling and leave issues to keep you from dropping the ball.

##### Tickets to the Show: Perfecting Your Documentation to Avoid Risk **Allison Wallrapp & David Steffen**

Despite the electronic age, documentation continues to be one of the most important aspects of employment law. Properly maintained personnel records can be an asset to the company and limit exposure long after an employee has departed. This interactive presentation will focus on maintaining a personnel file that can withstand the scrutiny of the government and a court of law. We will also address internal e-mails, documenting performance and best practices to ensure the greatest protection.

##### The Clown Car: Coping with the EEOC and EEO-1 Reports **Sean Douthard**

Prepare to be amazed as you witness a session jam-packed with information about the EEOC and the new EEO-1 reporting requirements. This session will explore the EEOC's latest steps and newest regulatory agenda to help you put your workforce on the right track. We will also examine in detail the new EEO-1 annual reporting requirements including practical advice on the new pay data analysis and common pitfalls of EEO-1 reporting.

#### 4:30–5:30 ENCORE: COCKTAIL PARTY