

STEP RIGHT U P : EXPERIENCE THE

EMPLOYMENT LAW FAIR



ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP



**CONSTANGY
BROOKS, SMITH &
PROPHETE** LLP

**TUESDAY | September 26, 2023
GEORGIA SPORTS HALL OF FAME
MACON, GA**



2023 Labor and Employment Law Workshop

General Information:

Get your ticket to the best fair in town – the 2023 Constangy Employment Law Workshop. The past year has been a wild ride, and it has been both thrilling and chilling for employers and the economy. As human resource professionals, legal counsel, and business owners, it is virtually impossible to navigate the Midway of the fair without a robust understanding of the legal landscape, an eye toward the future and a detailed map to get you there. This seminar provides the guidance and practical advice you need to make it through the fun house that human resources is in this day and age. Please spend the day with us as we share strategies, tips, and tricks to protect your workplace.

Constangy, Brooks, Smith & Prophete, LLP's Macon office (in conjunction with the Georgia Employers' Association) is pleased to offer the Labor & Employment Law Workshop, an interactive program designed for human resource professionals, corporate counsel, supervisors and managers, and business owners. The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our employment lawyers.

Please register at <https://www.constangy.com/events-506> or by emailing Heatherlee Dillard-Hammonds at hdillard@constangy.com.

Registration Fee:

Early Bird Registration Fee through September 8, 2023:

\$99-GEA member
\$199- Non-Member

After September 8, 2023:

\$149- GEA member
\$249- Non-Member

****Registration is limited to the first 100 paid registrants****

Continuing Education Credit:

This program is pending approval for 7 hours for HRCI and SHRM credits.



Agenda:

8:30 a.m. - 9:00a.m. | **Get Your Tickets: Registration**

9:00 a.m. - 9:15 a.m. | **Introduction: W. Jonathan Martin II**

9:15 a.m. –10:30 a.m. | **Ride the Rollercoaster: Recent Developments in Employment Law**

Speaker: David Cromer

Get ready to ride the rollercoaster of recent developments in labor and employment law. We now must face the twists and turns of a divided congress and significant court decisions. This presentation will discuss the ups and downs of recent court cases, regulatory changes and the impact government agencies will have on the workforce as we move forward.

10:30 a.m. – 10:45 a.m. | **Break**

10:45 a.m. – 11:30 a.m. | **Come One, Come All: Diversity, Equity & Inclusion In the Workplace**

Speaker: Aaron Chang

Many companies desire a diverse and inclusive workplace but struggle to identify and implement best practices. This session focuses on the various steps companies can take to implement strategies that are effective, sustainable, and legally compliant as part of their diversity, equity, and inclusion effort.

11:30 a.m. – 12:30 p.m. | **Surviving the Bumper Cars: Managing and Investigating Harassment Claims**

Speaker: Alyssa Peters

Like driving bumper cars, managing, and investigating workplace harassment claims can be a difficult and rough ride. When a complaint is raised, it is important to make sure your organization avoids danger by conducting a thorough and complete investigation. During this interactive presentation, we will explore best practices for handling workplace investigations, provide tips on best practices, and develop tools to respond to situations when they arise.

12:30 p.m. – 1:15 p.m. | **Food Truck Invasion: Lunch**

1:15 p.m. – 2:00 p.m. | **Test Your Luck: Employment Law Style**

Speaker: Patricia-Anne Brownback

Join us for this interactive session where we will cover important topics such as hiring and firing, documentation, Family & Medical Leave Act, Fair Credit Reporting Act, and more. This session will help you develop practical solutions to your workplace problems.



2:00 p.m. – 3:00 p.m. | **Merry-Go-Round: The Interactive Process of Accommodations**

Speaker: Amanda Morejon

Like riding the merry-go-round, engaging in the interactive process of accommodations can be slow moving and dizzying. In this session, we will discuss the importance of navigating the interactive process under the Americans with Disabilities Act (ADA), your responsibilities as an employer, recognizing when accommodations are considered reasonable, and how to best avoid potential issues. We will also discuss how to evaluate specific requested accommodations, modified work schedules, and remote work. So, pick a horse and let's start the ride!

3:00 p.m.- 3:15 p.m. | **Break**

3:15 p.m. – 4:15 p.m. | **Admit One: Managing the Costs of Workers' Comp Claims**

Speakers: Jason Logan & Claire Cronin

As the costs of workers' compensation claims continue to rise, employers are searching for ways to reduce not only the number of claims but the cost of claims. Human resources can work in tandem with risk management and other departments to make a real difference. Buy your ticket to this presentation to learn practical solutions and strategies to realize significant cost savings.

4:15 p.m. – 5:30 p.m. | **The House of Mirrors: Dealing with Difficult Employees**

Speaker: W. Jonathan Martin II

Managing employees can be rewarding but it can also be like going through a house of mirrors – confusing and frustrating. In this session, we will discuss best practices to manage effectively, to prevent being sued, and to set yourself up for success should a lawsuit be brought against your company in the future!

5:30 p.m. – 6:30 p.m. | **Come Get a Cold One at the Beer Tent (Cocktail Party)**