

ANNUAL LABOR & EMPLOYMENT LAW WORKSHOP

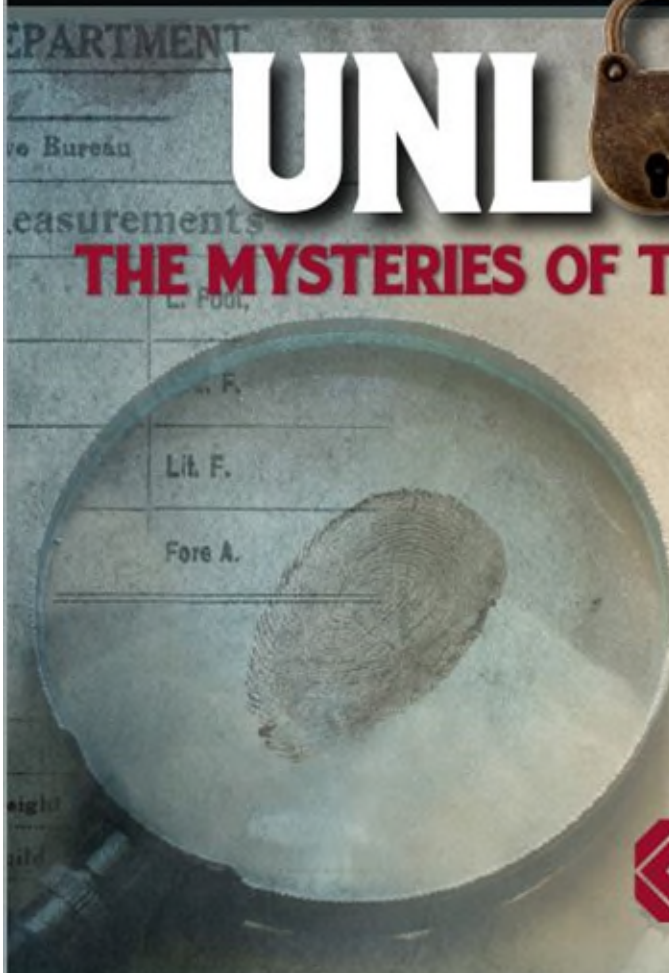
TUESDAY | MARCH 11, 2025

TAMPA CONVENTION CENTER TAMPA, FLORIDA

UNLOCK



THE MYSTERIES OF THE WORKPLACE



*A Detective's
Guide to
Employment
Law*



**CONSTANGY
BROOKS, SMITH &
PROPHETE LLP**

General Information:

Join us for a day of intrigue and mystery with the 2025 Constangy Employment Law Workshop. Learn how to unlock and decode important legal topics, understand clues and evidence needed to investigate employment law complaints, and utilize your experience and knowledge to solve various workplace issues. This workshop provides the guidance and practical advice you need to unlock the mysteries of the workplace and close your cases. Please join us as we share strategies, tips, and tricks to protect your workplace. This day-long event offers 11 informative sessions covering all the latest information and practical advice needed to navigate human resources successfully.

The Workshop is an interactive program for human resource professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, as well as a continental breakfast, lunch, and cocktail reception at the end of the day. The workshop 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.

Registration:

You can register [here](#) or email Kristina Meleshko at kmeleshko@constangy.com. The cost is \$250 per person for the first registrant from a company and \$225 for each additional person from that same company. The program includes access to all seminar materials, continental breakfast, lunch, and cocktail reception at the end of the day.

Register early! If you register on or before January 15, 2025, you will be entered into a drawing for a chance to win a \$25 Amazon gift card (two available) or free supervisor training (two available).

When you register, you will be given the option to receive a printed copy of the seminar materials on the day of the workshop, or you can receive a link to the seminar materials, which you will receive the day before the workshop.

Spread the Word:

Make sure to spread the word about the Workshop. For every person you refer who registers, you will get an entry into a drawing for a \$100 Amazon gift card. The more people you refer, the better your chances of winning. Just let your connection know to put your name in the referral section when they register online (or contact Kristina Meleshko).

Accommodations:

For a listing of nearby hotels, please contact Kristina Meleshko at 813.222.1359 or kmeleshko@constangy.com.

Continuing Education Credit:

This program is pending approval for HRCI and SHRM credits, as well as FL CLE.



Agenda:

8:00 a.m. – 8:30 a.m. | ***Clues & Croissants: Welcome, Registration, and Continental Breakfast***

8:30 a.m. – 8:45 a.m. | ***Introduction***

8:45 a.m. – 10:00 a.m. | ***I Fought the Law and the Law Won: Recent Developments in Employment Law***

As new legislation, court decisions, and agency regulations continue to impact the workplace, it is important to know what we must do to stay a step ahead of the issues that impact our workforce. This presentation will focus on the changes and recent developments that influence our routine workload and big-picture matters that human resources and legal professionals must incorporate into their jobs.



Hot on the Trail: Understanding Accommodations

Employers are required to provide accommodations for religion, disability, and pregnancy. But knowing how and when to make these accommodations is a hard clue to crack. This interactive session will focus on your obligations under each law and explore the ins and outs of the interactive process.

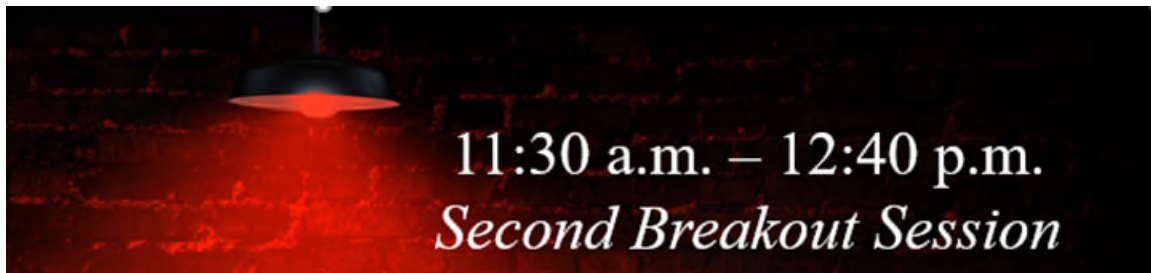
Identifying the Suspects: The Cybercrime that Could be Lurking in the Shadows

Unravel the mysteries of the digital world and stay one step ahead of online threats. In this session, discover how to navigate common cybersecurity pitfalls, protect yourself from data breaches, and tackle critical data privacy and cybersecurity issues. Don't get caught red-handed by not being prepared for digital threats.

Doing it by the Book: The Importance of Knowing What to Put in Your Handbook

Crafting an employee handbook is like solving a mystery, as there are many clues, rules, and hidden details. Attend this presentation to learn about the newest policies you need, and understand the necessary components needed to ensure your handbook is comprehensive and compliant with relevant laws.

11:15 a.m. – 11:30 a.m. | ***Morning of Mystery: Coffee Break***



Following the Clues: The Life of a Harassment Claim

Leave no stone unturned when you receive a complaint of harassment. In this interactive session, you will uncover the complexities of investigating harassment claims from the start of an investigation until its resolution. Learn how to piece together the evidence, avoid red herrings, know who to interview, and reach conclusions from the investigation.

Case Closed: Achieving NLRB Compliance in the Workplace

Just because you are non-unionized does not mean the NLRA does not apply to you. In this session, you will learn about the National Labor Relations Board's recent decisions to ensure you comply when issues with protected concerted activity and severance agreements cross your path.

Cracking the "Leave" Code: The Relationship between the FMLA, ADA, and Workers' Compensation

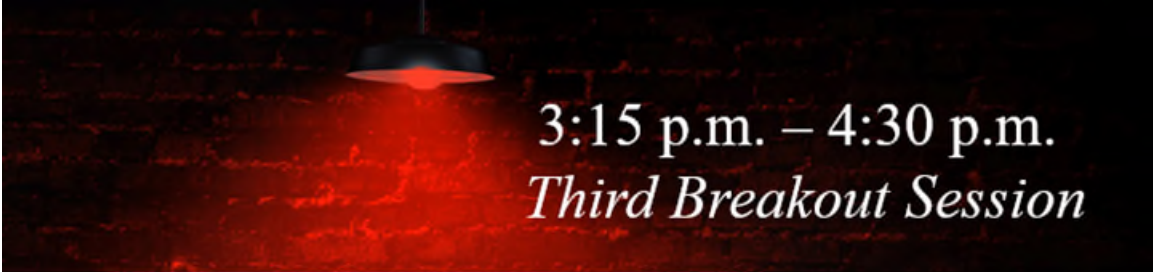
Become a true detective and solve the mystery of the relationship between the FMLA, ADA, and Workers' Compensation laws. This session will help you understand the interplay between leaves of absence under these laws, which often overlap each other. You will also learn best practices for navigating complicated leave questions.

12:40 p.m. – 1:45 p.m. | ***Crime Scene Cuisine: Lunch***

1:45 p.m. – 3:00 p.m. | ***Sleuth Your Way Through Some Scenarios: How Good of a Detective Are You?***

Join us for this interactive session where we will cover a variety of topics, including age discrimination, remote work, and at-will employment. Test your knowledge to become a successful employment law detective.

3:00 p.m. – 3:15 p.m. | ***Criminally Good Snacks: Snack Break***



3:15 p.m. – 4:30 p.m.
Third Breakout Session

The Case of the Missing Hours: Determining Compensable Time Under the FLSA

Learn how to decode the intricacies of the Fair Labor Standards Act to ensure you are paying your employees properly. This presentation will teach you how to unscramble the various layers of the FLSA and protect your company from a potential case of the missing hours.

Searching for Solutions: Escaping Sticky Situations

There is more than meets the eye to your everyday life as an HR professional. In this scenario-based session, we will go through some common difficult situations you may encounter. Most importantly, we will discuss best practices to navigate sticky employee situations to protect your company.

They're Here: What to Do When the EEOC Comes for You

What happens after the government comes knocking on your door? Join this presentation to find out! We will discuss how to handle investigations by the EEOC, DOL, OSHA, and more, including crafting your written response, handling interviews, and preparing for on-site visits. Learn the best practices for handling complaints when government agencies are involved.

4:30 p.m. – 5:30 p.m. | ***The Alibi Hour: Cocktail Party***