

Schedule

Putting Employment Laws to Work for You

Thursday, May 14, 2015, 7:15 a.m. – 12:00 p.m.

Holiday Inn • 280 Marathon Way • Southaven, Mississippi

7:15 a.m. – 7:50 a.m.

Registration and Networking Breakfast

7:50 a.m. – 8:00 a.m.

Welcome and Introduction

8:00 a.m. – 8:55 a.m.

Curbing FMLA Leave Abuse: How to Manage Employees on Intermittent Leave Under the Family and Medical Leave Act – Strategies and Pitfalls

Managing employees on intermittent leave is one of the most frustrating and difficult things HR professionals deal with in their jobs. Part of the problem is understanding and conforming to the highly complicated FMLA regulations. Some employees try to take advantage of the system created by these regulations resulting in leave abuse. In this presentation, Bob will discuss a number of strategies to help employers manage employees on intermittent leave and to curb abuse. He will also discuss pitfalls some employers mistakenly fall into which could lead to a violation of an employee's rights under the FMLA.

Speaker: Robert M. Williams, Jr., Esq.

8:55 a.m. – 9:05 a.m.

Break

9:05 a.m. – 10:00 a.m.

Wage & Hour Update – Changes Are Upon Us: What You Need to Know to Stay Compliant

In this hour we will discuss proposed and implemented changes to wage and hour laws, and how those changes will affect your workplace. We will also revisit some best practices to implement and potential pitfalls to avoid in an effort to keep your company in the best position to defend against any potential claims.

Speaker: Whitney M. Harmon, Esq.

10:00 a.m. – 10:10 a.m.

Break

10:10 a.m. – 11:05 a.m.

Technology in the Workplace & What You Need to Know

In this hour we'll browse, download and examine technology's overall impact in the workplace. Topics covered will include social media, cyber and data security, wearable tech, "bring your own device" policies and much more. Ultimately, our goal will be to better understand how yesterday's laws and tomorrow's technology impact and shape today's workplace.

Speaker: Zachary B. Busey, Esq.

11:05 a.m. – 12:00 p.m.

NLRB Update for All Employers

During this session, we will discuss the National Labor Relations Board's significant actions over the past year, including a detailed discussion of the NLRB's Expedited Election Rules and its decision granting employees the right to use employer email systems to engage in Section 7-protected communications during nonworking time. Importantly, these new rules may affect all employers

Speaker: Edward R. Young, Esq.

Moderator



Robert M. Williams

Senior Counsel

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About Labor & Employment

We're the Resource in Human Resources. Our labor and employment attorneys offer litigation defense services for administrative and court proceedings at the federal and state level, advice on pre-litigation strategies to reduce legal risks, policy analysis and drafting, compliance audits, management training and labor negotiation.

We Know People. We know our clients as people, not just clients. We form business partnerships so we can help clients strategize on the best approach for each situation, and are always looking at the big picture to ensure long-term success.

We Know Business and Industry. We work with clients across all types of businesses and industries, and we take pride in understanding exactly how they work and how our clients are positioned in the marketplace. These include local, regional and global companies in the health care, energy, food processing, entertainment, insurance, chemical manufacturing, construction, transportation and distribution industries.

We Know Labor, Health and Safety. We help management deal with labor unions during the election phases of union campaigns, and we help with labor agreement negotiation. For clients who have unions already representing their workforce, we pursue management's interests in all phases of the grievance and arbitration process. Our health and safety lawyers offer regulatory monitoring, compliance oversight, training programs and internal auditing protocols, and represent clients before federal and state Occupational Safety and Health regulators.

We Know Our Alphabet. Our attorneys stay on top of the latest changes in laws and regulations from A to Z. We provide counseling and strategic advice on all employment-related laws and regulations, and when necessary, we defend our clients in district and federal courts across the country. Attorneys regularly appear before the EEOC, DOL and Occupational Health and Safety boards.

We Get Around. Our more than 70 labor and employment-focused attorneys are spread across the Firm's seven states and Washington, D.C. Attorneys are licensed in a total of 14 states and have handled matters in 41 states and the District of

Columbia. Over the last three years, the team has tried more than 630 federal court cases, has appeared in the Third, Fourth, Fifth, Sixth, Eleventh and District of Columbia Courts of Appeal, and has appeared in 22 District Courts as well as the District of Columbia.

We Like to Help. Baker Donelson customizes all in-house management training programs so that clients' management teams will feel comfortable interacting with us and getting answers to their questions. We offer mock trials, case studies, role-playing, quizzes and video vignettes for human resources managers, mid-level managers and front line supervisors.

We Open Doors for Immigration. We offer a comprehensive and efficient approach to immigration, guiding clients through the entire range of immigration processes for foreign investors, executives, managers, professionals and other workers and their family members. Our experience and relationships help us cut through to practical solutions, using state-of-the-art systems to drive our best thinking through each step of every case.

We Play Well With Others. We want to be your go-to lawyers for every aspect of your company. No matter the legal issue, Baker Donelson's labor and employment attorneys can count on an integrated and experienced team of professionals to assist you in every other aspect of your legal business needs.

We're Good People. We are part of a Firm culture that promotes diversity, inclusion and a sincere appreciation for creative approaches to problem-solving. We are proud to have been listed among FORTUNE magazine's "100 Best Companies to Work For" for six consecutive years, something few other law firms have attained. Many of our offices consistently rank as a Best Place to Work in their cities and states, as well. Our labor and employment attorneys are listed in *Chambers USA*, *Best Lawyers in America*[®] and *Super Lawyers*, alongside other state-specific accolades. The group also holds a national Tier One ranking in *U.S. News – Best Lawyers in Labor & Employment Litigation*, a Tier Two ranking in *Employment Law* and a Tier Three ranking in *Labor Law*, along with eight metropolitan labor and employment Tier One rankings across our states.

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