

## **Fort Lauderdale Labor and Employment Law Update Agenda**

**8:00 – 8:30 a.m.**

**Registration and Breakfast**

**8:30 - 8:40 a.m.**

**Welcome**

**8:40 – 9:00 a.m.**

**Regulatory Update**

Employers are faced with a constant bombardment of new laws and case law developments. This briefing will focus on what employers need to know to keep pace with these changes.

**9:00 – 10:30 a.m.**

**Starting with the EEOC Charge**

This session will examine elements of an employment dispute providing an in-depth analysis of employment litigation risks impacting employment practices liability. Participants learn critical thinking and legal practicalities and gain an appreciation of how the legal system may impact their day-to-day decisions and employment policies.

**10:30 – 10:45 a.m.**

**Break**

**10:45 – 11:35 a.m.**

**That's Hot. What's Hot? Well, A Lot . . .**

The EEOC promises its enforcement efforts will increase, focusing on pregnancy discrimination, religious accommodation, wellness programs, and the gender pay gap - among other things. The EEOC isn't the only agency resolving big action this year: the Department of Labor is shaking things up with exemptions and the National Labor Relations Board is still snooping in your handbook. When we're done, you'll be in the know.

**11:35 – 12:05 p.m.**

**What Would You Do?**

How will you react when your company is thrust into an unexpected crises? Early recognition of issues and swift problem solving is key to reducing a company's exposure to the many employment claims so prevalent today. This interactive session will put you in the driver's seat by presenting real-life scenarios taken from the most recent issues. We will explore strategies that can help minimize liability risk and suggest changes to policies and procedures to deal with these difficult situations.

**12:05 – 12:55 p.m.**

**Lunch**

**12:55 – 1:45 p.m.**

**The New Diversity – Transgender Persons and the EEOC'S Aggressive Push to Redefine Title VII to Include Sexual Orientation and Gender Identity**

Laws are changing as they relate to gender, sexual orientation, how gender and sexual identity are defined, and how transgender individuals should be treated in the workplace. This breakout

reviews the changing laws and their impact on the workplace, and outlines steps employers should take to avoid legal problems.

**1:45 – 2:30 p.m.**

**Immigration and Benefits Update**

**2:30 – 2:40 p.m.**

**Break**

**2:40 – 3:15 p.m.**

**Roundtable Ignite**

Are you looking for an opportunity to discuss problematic labor and employment issues you face? In these two 15-minute roundtable sessions, Fisher & Phillips attorneys will facilitate an interactive group discussion tackling some of the trickiest labor and employment issues confronting employers today.

- Table 1: OSHA and Your Legal Obligations to Workplace Violence
- Table 2: Social Media Use in the Workplace: Tips and Best Practices
- Table 3: Restrictive Covenants
- Table 4: Harassment & Discrimination Trends
- Table 5: Best Practices for Hiring and Firing
- Table 6: Arbitration Agreements
- Table 7: Affirmative Action Compliance
- Table 8: Changes to Deal with in Wage & Hour
- Table 9: 5 Quick Tips to Assess Your Employment Risks
- Table 10: Strategies for Dealing with Leaves & Accommodations
- Table 11: Covering the Latest in Employee Benefits
- Table 12: Immigration Compliance

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

**Closing**