

Dates:

June 11, 2015
12 p.m.

London Boardroom
1801 California Street
Conference Facility
(1st Floor)
Denver, CO 80202

August 5, 2015
4:30 p.m.

Toronto Conference Room
1801 California Street
Conference Facility
(1st Floor)
Denver, CO 80202

October 7, 2015
4:30 p.m.

Toronto Conference Room
1801 California Street
Conference Facility
(1st Floor)
Denver, CO 80202

December 9, 2015
8:30 a.m.

Toronto Conference Room
1801 California Street
Conference Facility
(1st Floor)
Denver, CO 80202

Parking will be validated

Registration is required.

There is no cost to
attend these programs

CLE Accreditation Pending



The Colorado Chapter of the Association of Corporate Counsel and its Labor & Employment Platinum Sponsor, Fisher & Phillips, LLP, are proud to bring you a quarterly roundtable/workshop series.

Roundtable/Workshop Series: Bring Us Your Questions!!

Are you looking for an opportunity to discuss the most difficult labor and employment issues you face on a day-to-day basis? Do you want to engage in an interactive, in-depth discussion with your colleagues about fact-specific scenarios? This is not your run-of-the-mill lecture from a podium providing an employment law 101 overview. In this quarterly “Bring Us Your Questions” Roundtable/Workshop Series, Fisher & Phillips attorneys will facilitate an interactive group discussion tackling some of the trickiest labor and employment issues confronting in-house practitioners today.

June 11, 2015

Quarterly Workshop #1

Presenters: [Mike Greco](#) and [Darin Mackender](#)

Navigating Landmines When Employees Come and Go. Bring Us Your Questions!!

Are you frequently called upon to put out fires when your company hires/loses an employee from/to a competitor? These emergencies have a way of popping up at the worst time, and they can be all-consuming. After attending this interactive discussion, you will:

- gain insight about key, concrete steps your company can take to protect its trade secret and confidential information.
- be able to construct a custom step-by-step contingency plan to respond to employee departures including essential “must do” tips.
- learn how to spot and avoid common mistakes made by departing employees so your company does not buy itself a lawsuit when hiring from the competition.
- learn how to minimize the administrative burden of using non-compete agreements in a multi-state environment.

Don't forget to bring us your questions!!

Register Now

To attend by telephone, dial: 1-888-757-2790 and enter the passcode 388804.

August 5, 2015

Quarterly Workshop #2

Presenters: [Todd Fredrickson](#) and [Bruce Anderson](#)

FMLA, ADA and Workers' Compensation Laws – Bring Us Your Questions!!

Are you looking to gain a better understanding of the interaction between the FMLA, ADA and workers' compensation laws? Understanding the way these laws work together will help you manage employee leaves and minimize exposure to costly litigation. After attending this interactive discussion, you will understand:

- how paid time off applies to different scenarios under the FMLA, ADA and workers' compensation laws.
- light duty accommodation issues under the FMLA, ADA and workers' compensation laws
- important distinctions and similarities between work-related injuries under workers' compensation laws, serious health conditions under the FMLA, and disabilities or potential disabilities under the ADA.
- what medical documentation employees must provide their employers under the FMLA, ADA and workers' compensation laws.
- important strategies for avoiding or minimizing liability.

Don't forget to bring us your questions!!

[Register Now](#)

To attend by telephone, dial: 1-888-757-2790 and enter the passcode 388804.

October 7, 2015

Quarterly Workshop #3

Presenters: [Mike Greco](#) and [Adam Brown](#)

Your Employees Bring Their Own Devices. Bring Us Your Questions!!

The reality in today's workplace is that employees commonly use their own smartphones, tablets, laptops, and portable storage devices. Accepting what is perhaps inevitable, many companies implement "bring your own device" (BYOD) policies. Has your company properly identified the risks and costs of allowing employees to bring their own devices? Join us for a lively give and take discussion, after which you will:

- understand the full spectrum of risks – especially hidden risks – implicated by allowing employees to bring their own devices, including wage/hour, third-party data breach, employee privacy, and litigation holds.
- come away with concrete suggestions for mitigating these risks.
- be able to spot problem language in BYOD policies.

Feel free to BYOD, but be certain to bring us your questions!!

[Register Now](#)

To attend by telephone, dial: 1-888-757-2790 and enter the passcode 388804.

December 9, 2015

Quarterly Workshop #4

Presenters: [Todd Fredrickson](#) and [Danielle Urban](#)

Misclassifying Independent Contractors Can Bring Trouble, so Bring Us Your Questions!!

The U.S. Bureau of Labor Statistics estimates that more than 10.3 million workers in the U.S. are classified as independent contractors. A U.S. Department of Labor study found that as many as 30% of businesses have individuals misclassified as independent contractors. While employers' use of independent contractors continues to grow, and can be very useful for employees and employers alike, employers must be mindful of the potential pitfalls. Attend this roundtable/workshop to learn:

- the good, the bad and the ugly of using independent contractors.
- Colorado and federal initiatives to curb the abuse of independent contractor status.
- tests for independent contractor status (unemployment, workers' compensation, IRS and state tax, Department of Labor, NLRB, common law).
- significant and recent case law.
- recommendations for safely using independent contractors.
- responding properly to Colorado and U.S. Department of Labor audits.

Don't forget to bring us your questions!

[Register Now](#)

To attend by telephone, dial: 1-888-757-2790 and enter the passcode 388804.