



# STRATEGIES IN MANAGING TODAY'S WORKFORCE

**The 2019 Fisher Phillips  
Fort Lauderdale Annual Conference**

Join us at the South Florida Labor & Employment Conference, where we will bring together Fisher Phillips attorneys and business leaders to deliver informative content for anyone with the responsibility of managing today's workforce.



South Florida  
Labor &  
Employment  
Conference

June 7, 2019

**MARGARITAVILLE  
HOLLYWOOD  
BEACH RESORT**

1111 North Ocean Drive  
Hollywood, FL 33019

FOR REGISTRATION  
SEE BACK COVER



8:00 – 8:45 a.m.

## **REGISTRATION & BREAKFAST**

8:45 – 9:00 a.m.

## **WELCOME AND OPENING REMARKS**

9:00 – 10:15 a.m.

## **TODAY'S DIVERSE WORKPLACE**

In this interactive session we will explore innovative and best practices in hiring and managing today's increasingly diverse workforce. Topics will include recruiting and retaining top talent while developing a workplace culture of civility that will allow all employees to meaningfully contribute.

10:15 – 11:00 a.m.

## **HOT TOPICS IN BENEFITS FOR TODAY'S MULTIGENERATIONAL WORKFORCE**

Employers are facing new demands to find creative ways to provide benefits that differentiate their company to attract and retain today's multigenerational and diverse workforce. In this session we will look at various types of benefits that companies are offering to appeal to today's workforce.

11:00 – 11:15 a.m.

## **BREAK**

11:15 a.m. – 12:00 p.m.

## **WHAT TO DO WHEN THE BACKGROUND CHECK HAS A HIT**

In this session, we will discuss hot topics relating to background checks, how to interpret a report, and strategies for dealing with "hits." Examples include recent changes to the Fair Credit Reporting Act, second-chance hiring, and understanding the impact of jargon like "adjudication withheld" or "nolle prosequi."

12:00 – 1:15 p.m.

## **LUNCH**

1:15 – 2:00 p.m.

## **PAY EQUITY**

This presentation will explore the key concepts embodied in federal and state pay equity laws, including what constitutes "equal pay," an evaluation of "substantially similar" jobs, affirmative defenses, and potential damages. Participants will learn strategies to develop and manage a privileged pay audit to identify potential unlawful wage disparities and pay practices. We will also discuss best practices for establishing compliant compensation-setting policies and practices and for remediating pay disparities before they turn into costly litigation.



**#FPFL19**

2:00 – 2:30 p.m.

### **MEDICAL MARIJUANA AND THE WORKPLACE**

This conversation will examine the shifting legal landscape and employers' rights and obligations in addressing medical marijuana. After this discussion you will be able to engage your business partners in dialogue about how your company might handle marijuana in the workplace in years to come.

2:30 – 3:00 p.m.

### **WHAT TO DO WHEN THE GOVERNMENT SHOWS UP?**

This session we will discuss any new happenings with the NLRB, including collective bargaining, new Board decisions, and the Boards position on political talk in the workplace and how this may affect your policies even if your organization is not unionized.

3:00 – 3:15 p.m.

### **BREAK**

3:15 – 4:15 p.m.

### **LOOKING FORWARD: ISSUES WE SEE TODAY THAT WE WILL NEED TO ADDRESS TOMORROW**

Join this discussion with a panel of business leaders as they look ahead at developing trends, timely issues, and best practices for their organization.

4:15 – 4:45 p.m.

### **STAY AND CHAT**

Connect with colleagues over refreshments

**Questions?** Contact Elizabeth Hickman at [ehickman@fisherphillips.com](mailto:ehickman@fisherphillips.com) or (954) 847-4713.



**#FPFL19**



South Florida  
Labor &  
Employment  
Conference

## REGISTRATION INFORMATION

### REGISTRATION

Online:

<https://www.fisherphillips.com/newsroom-events-the-2019-fisher-phillips-south-florida-labor>

### COST

**\$145 per person**

Fisher Phillips clients receive a discounted registration rate. Please contact your Fisher Phillips attorney to receive the registration discount code.

If your organization has a group of 4 or more please contact Elizabeth Hickman at [ehickman@fisherphillips.com](mailto:ehickman@fisherphillips.com) for a discount code.

### HOTEL

**Margaritaville Hollywood Beach Resort**

Please contact Elizabeth Hickman at [ehickman@fisherphillips.com](mailto:ehickman@fisherphillips.com)

### HRCI/SHRM and CLE INFORMATION

HRCI/SHRM, CLE and CPE credits are pending for this program.

**About Our Firm:** Fisher Phillips, founded in 1943, represents employers nationally in labor and employment matters, with more than 400 attorneys and 33 offices.



**#FPFL19**