



Orlando Labor and Employment Law Conference Agenda

July 19, 2016

8:00 – 8:45 a.m.

Registration and Breakfast

8:45 – 9:00 a.m.

Welcome

Moderator: Jeff Mandel

9:00 – 9:50 a.m.

Who Are Your Employees and What Do They Expect: Millennials, Gen X, Baby Boomers

A look at changes in the work force composition (including age, race, gender, and diversity), the expectations of Millennials, Gen X, and Baby Boomers for hiring, training, advancement and long term employment, and an examination of how these trends impact your recruiting, training, and retention of employees. *Presented By: David A. Young*

9:50 – 10:40 a.m.

Employment Case Law Update

Employers are faced with a constant bombardment of new laws and case law developments. This session will focus on what employers need to know to keep pace with these changes. *Presented By: Benton N. Wood*

10:40 – 10:55 a.m.

Break

10:55 – 11:45 a.m.

New Trends in Discrimination and Harassment: Sex, Transgender, Disability, and More

Laws are changing as they relate to gender, disability, sexual orientation, how gender and sexual identity are defined, and how transgender individuals should be treated in the workplace. This session reviews the changing laws and their impact on the workplace, and outlines steps employers should take to avoid legal problems. *Presented By: Renata L. Sobral*

11:45 – 12:45

Lunch

12:45 – 1:35 p.m.

Curing the FMLA Intermittent Leave Headache

Intermittent leave under the FMLA can be a nightmare for employers to administer. And, too often, it is abused by unscrupulous employees, leading to productivity and morale issues in the workplace. This session explores the foundations of intermittent FMLA leave, from the requirements under the FMLA regulations and case law, to the practical considerations in administering such leave. *Presented By: Jeffrey E. Mandel*

1:35 – 2:25 p.m.

Immigration Compliance

U.S. Immigration and Customs Enforcement continues to issue Form I-9 Notices of Inspection to businesses across the nation. This session will provide guidelines on how to conduct an I-9 self-audit, how to handle an I-9 Notice of Inspection and how to avoid a Department of Justice immigration discrimination investigation. *Presented By: Shanon R. Stevenson and Renata L. Sobral*

2:25 – 2:40 p.m.

Break

2:40 – 3:30 p.m.

The Fair Labor Standards Act: Wage and Hour Pitfalls and How to Avoid Them

The Department of Labor has issued new regulations which employers must address. As Florida's federal courts continue to lead the nation in the number of wage & hour lawsuits filed against employers each year, this session will focus on complying with the new regulations and the common wage and hour mistakes employers make that expose them to liability. *Presented By: Jeffrey E. Mandel*

3:30 p.m. – 4:00 p.m.

Questions and Answers

Bring us your tough questions and our panel of expert labor attorneys will answer them.

4:00 p.m.

Program Adjourns