

*All New Program*

**One Day, Many Solutions  
Employment Law Coast-to-Coast**

*April & May 2013*



*A one day seminar for anyone with responsibility for  
managing people and policies impacting the workplace*

*Presented by*

**FISHER & PHILLIPS** LLP

A T T O R N E Y S   A T   L A W

*Solutions at Work*®

[www.laborlawyers.com](http://www.laborlawyers.com)



## Seminar Cities, Dates & Locations

### **Atlanta**

**April 4, 2013**

Fox Theater  
Egyptian Ballroom  
660 Peachtree Street, NE  
Atlanta, GA 30308

### **Boston**

**May 1, 2013**

The Conference Center  
at Waltham Woods  
860 Winter St  
Waltham, MA 02451

### **Charlotte / Columbia**

**April 25, 2013**

Renaissance Charlotte Suites  
2800 Coliseum Centre Drive  
Charlotte, NC 28217

### **Columbus**

**May 9, 2013**

Hilton Columbus at Easton  
3900 Chagrin Drive  
Columbus, OH 43219

### **Chicago**

**April 2, 2013**

The Westin Chicago  
320 N. Dearborn  
Chicago, IL 60654

### **Cleveland**

**April 18, 2013**

Holiday Inn Cleveland South  
6001 Rockside Road  
Independence, OH 44131

### **Dallas**

**April 2, 2013**

Cityplace Conference  
& Event Center  
2711 N. Haskell Ave.  
Dallas, TX 75204

### **Denver**

**April 12, 2013**

Brown Palace Hotel  
321 Seventeenth Street  
Denver, CO 80202

### **Fort Lauderdale**

**May 8, 2013**

Westin Ft. Lauderdale  
400 Corporate Drive  
Ft. Lauderdale, FL 33334

### **Houston**

**April 17, 2013**

Allen Center Conference Center  
1200 Smith Street  
12th Floor  
Houston, TX 77002

### **Irvine**

**April 30, 2013**

Hyatt Regency Irvine  
17900 Jamboree Blvd.  
Irvine, CA 92614

### **Kansas City**

**May 1, 2013**

Overland Park Convention Center  
6000 College Blvd.  
Overland Park, KS 66211

### **Las Vegas**

**May 2, 2013**

Tuscany Suites and Casino  
255 E. Flamingo Road  
Las Vegas, NV 89169

### **Los Angeles**

**May 8, 2013**

JW Marriott Los Angeles L.A. LIVE  
900 W. Olympic Blvd.  
Los Angeles, CA 90015

### **Louisville**

**April 18, 2013**

The Kentucky International  
Convention Center  
221 Fourth Street  
Conference Center  
Louisville, KY 40202

### **Memphis**

**April 26, 2013**

Hilton Memphis  
939 Ridge Lake Blvd.  
Memphis, TN 38120

### **New Jersey**

**April 29, 2013**

Hilton Short Hills  
41 JFK Parkway  
Short Hills, NJ 07078

### **New Orleans**

**May 9, 2013**

Hilton New Orleans Airport  
901 Airline Drive  
Kenner, LA 70062

### **Orlando**

**April 25, 2013**

Garden House at  
Harry P. Leu Gardens  
1920 North Forest Ave.  
Orlando, FL 32803

### **Philadelphia**

**April 26, 2013**

Palomar Philadelphia  
117 So. 17th Street  
Philadelphia, PA 19103

### **Portland, ME**

**April 9, 2013**

Marriott at Sable Oaks  
200 Sable Oaks Drive  
South Portland, ME 04106

### **Portland, OR**

**April 23, 2013**

Portland City Grill  
Unico US Bank Tower  
30th Floor  
111 SW Fifth Avenue  
Portland, OR 97204

### **San Antonio**

**April 11, 2013**

Sheraton Gunter Hotel  
205 East Houston Street  
San Antonio, TX 78205

### **San Diego**

**May 2, 2013**

La Jolla Hilton Torrey Pines  
10950 North Torrey Pines Road  
La Jolla, CA 92037

### **San Francisco**

**April 25, 2013**

Hyatt Regency San Francisco  
Five Embarcadero Center  
San Francisco, CA 94111

### **Tampa**

**April 11, 2013**

Crowne Plaza Tampa-Westshore  
5303 West Kennedy Blvd.  
Tampa, FL 33609

# One Day, Many Solutions

## Employment Law Coast-to-Coast

The labor and employment attorneys from Fisher & Phillips LLP are going coast-to-coast with practical solutions for workplace problems. In one day, you will become better prepared for the employment law changes and challenges all employers face in 2013.

We hope you will join us for a one day employment law seminar in your city or a city nearby.



---

### Who Should Attend This Seminar?

This Employment Law Seminar is designed for anyone who manages employees and makes decisions impacting the workforce. The seminar will benefit Presidents, CEOs, COOs, CFOs, Human Resource professionals, and In-House Counsel with labor and employment responsibility.

### Why Attend This Seminar?

Attendees will receive practical advice which they will be able to put into effect at their organizations.

### Seminar Cost

The cost of the seminar is \$165 per person and includes both breakfast and lunch. If an organization sends multiple attendees, the discounted price is \$125 per person.

---



**8:00 a.m. - 9:00 a.m.**

## **Registration and Breakfast**

**9:00 a.m. - 10:00 a.m.**

### **Session 1**

#### **Accommodations & the ADA: Practical Solutions to Real Workplace Challenges**

Do you ever ask yourself: Must I be so accommodating? The passage of the Americans with Disabilities Act Amendments Act (ADAAA) vastly expanded the universe of employees entitled to a reasonable accommodation. Before the ADAAA, employers sometimes rejected accommodation requests because an employee could not prove a disability. Now, employers face a confusing array of conditions that very well may be considered disabilities. With real-life examples, this session explores an employer's obligation to engage in the interactive process, the components of the interactive process, best practices in the process, and the reasonableness of various requests. Further, the session will cover when an employer may claim undue hardship, and the steps to take to help ensure a diverse and legally-compliant work environment that leverages the talents of all individuals.

**10:00 a.m. - 11:00 a.m.**

### **Session 2**

#### **Your Own Back Yard: A Local Perspective on Labor and Employment Law**

Fisher & Phillips LLP, a national law firm with offices in 20 states and Washington, D.C., is uniquely equipped to tackle your most pressing hometown issues in labor and employment law. This session will be specially tailored for the attendees in each seminar location by the local Fisher & Phillips attorneys conducting this session. The attorneys in the locations nearest to you will choose specific employment law developments and issues most likely to affect your business. Some of these issues may pertain to specific state and local laws, while others may involve special challenges you face locally, such as finding and retaining good employees. You can rest assured that your local Fisher & Phillips attorneys have solutions that will meet your needs. Come prepared with questions and be ready to learn what challenges other local employers face and how a local attorney suggests solving those problems.

**11:00 a.m. - 11:15 a.m.**

## **Break**

**11:15 a.m. - 12:15 p.m.**

### **Session 3**

#### **Healthcare Reform for the HR Professional: What Do You Need to Know and Do?**

Regardless of the size or type of organization, all employers are impacted by Healthcare Reform in one way or another. Not every organization is fortunate enough to have a benefits team, benefits professional or benefits consultant. This session will cover the Patient Protection and Affordable Care Act (ACA) and the requirements and issues that all employers should know in order to ensure that their organizations are on track to comply with current and future requirements. This will include a discussion of the 2014 employer "play or pay" mandate in the ACA.

**12:15 p.m. - 1:15 p.m.**

## **Lunch**



**1:15 p.m. - 2:15 p.m.**

#### **Session 4**

##### **Four More Years: The Future of Labor and Employment Law**

While uncertainty lingers as various government agencies implement new policies, the November 2012 elections did lend some clarity to an evolving regulatory landscape. As we move into the next four years, what can we expect from a second term for the current Administration, Congress and federal regulatory agencies? With additional gridlock expected on Capitol Hill, where will the next wave of regulation develop?

This session explores how agencies, such as the National Labor Relations Board, the Department of Labor and the Equal Employment Opportunity Commission, intend to carry out their plans through rulemaking and regulations. Find out what these agencies have in store for you, and how these changes will impact a wide spectrum of employment practices ranging from hiring procedures to discharge investigations. We will explain how you can comply with these new and developing requirements while continuing to manage a quality workforce under challenging economic conditions.

**2:15 p.m. - 3:15 p.m.**

#### **Session 5**

##### **Your Action Plan: Ten Things to Do When You Get Back to Your Office**

Every year brings a new set of regulations, legal opinions and agency guidance that employers must address in order to minimize their legal liability in the workplace. Having a real “action plan” to tackle these items will put you ahead of the curve. This session will cover the top ten issues your local Fisher & Phillips office has identified as “hot action items” for 2013. Your local Fisher & Phillips team will help you create a custom-tailored “to do” list of practical steps you can put into immediate action when you return to your office after attending our seminar.

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

#### **Break**

**3:30 p.m. - 4:30 p.m.**

#### **Session 6**

##### **Sex, Lies and INVESTIGATE THIS!!**

This review of workplace investigations through video vignettes puts you in the place of a Human Resource Professional whose day just got very complicated. A routine disciplinary investigation suddenly turns into a challenging, high-risk sexual harassment investigation of a long-term, highly valued executive. You will see a video presentation of each step in the process, and then participate in an interactive discussion of what the HR professional should do next. Under the law, the employer’s response to the harassment complaint is a significant factor in determining potential liability. Effective HR action can help ensure a respectful work environment and appropriate corrective action, and can prevent years of expensive and damaging litigation. The presentation will help show how the HR professional can ensure legal compliance, eliminate/minimize litigation risk and, most importantly, *solve the problem*.

**4:30 p.m. - 5:00 p.m.**

#### **Final Questions and Adjourn**



## Our Commitment

Our founders I. Walter Fisher & Erle Phillips started a law firm committed to taking a practical, businesslike approach to solving labor and employment problems. Seventy years later, Fisher & Phillips has grown to become a national law firm with more than 275 attorneys and 28 offices, and we still share that commitment of our founders. Specifically:

- **We provide practical business solutions to our clients' legal problems.** Our attorneys are skilled and tenacious advocates, but we recognize that the most aggressive (and expensive) approach may not be the best solution to a client's problem. In every matter we handle we identify the client's primary business objective and then find and implement a solution to meet that objective.
- **We learn our clients' business and industry.** We know that context is important. We take the time to learn the business environment in which our clients operate so that the advice we provide fits the client.
- **We are fanatically responsive.** We recognize that we are in the client service business. We know that many labor and employment problems arise without much prior warning and require an immediate response, so we are highly accessible to our clients. We return calls and e-mails quickly, and we are available around the clock as necessary.
- **We respect our clients' time.** We know our clients are busy and must manage many challenges simultaneously, so we do our best to avoid last minute surprises. We meet deadlines, and we communicate with clients efficiently in plain English.
- **We help our clients avoid legal problems.** We think the lawsuit that was never filed is a better win for our client than a defense verdict after a long and costly trial. We provide thoughtful advice and counsel to our clients designed to anticipate and prevent employee claims and lawsuits, government investigations, and union organizing activity.
- **Because of our deep knowledge and experience, we are economical.** Labor and employment law is all we do. Instead of trying to be all things to a client, we offer deep and broad knowledge and experience in the area of the law we know best. We get to the point quickly and our clients do not have to pay for a learning curve.

We are national and local, with attorneys admitted in just about every U.S. jurisdiction. We represent a wide range of public and private employers. Our clients include employers in the agriculture, automotive manufacturing, automobile dealership, banking, broadcasting, casino and gaming, construction, health care, hospitality, insurance, legal and professional services, manufacturing, mining, real estate, retail, technology, transportation, and wholesale and distribution industries, as well as state and local government entities, non-profit organizations, schools, colleges and universities.

### HRCI Credit

This program is eligible for HRCI credit.



*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

### Continuing Legal Education Credit

Fisher & Phillips programs generally qualify for Continuing Legal Education credit (CLE) for attorneys. The amount of CLE credits is determined by each state bar. Many seminar locations have applied for CLE credit. Please see the seminar website for more details. Even if your selected seminar location has not applied for CLE, you may submit the seminar to your bar for individual approval.

### Cancellation Policy

Written notice of cancellation must be received five days prior to the seminar you plan to attend in order to receive a refund. There will be no refunds for late cancellations. No-shows will be charged at the full conference rate.

### Additional Questions?

For more information or registration questions, contact Charles Varon by phone at (404) 760-7987 or by email at [seminars@laborlawyers.com](mailto:seminars@laborlawyers.com).

Information

# One Day, Many Solutions Employment Law Coast-to-Coast

April & May 2013

CONFERENCE REGISTRATION FORM

FISHER & PHILLIPS LLP  
ATTORNEYS AT LAW

Solutions at Work®

www.laborlawyers.com

## Register online, by fax or by mail

**online** www.laborlawyers.com/2013seminars

**fax** (404) 240-4249 Attention: Charles Varon

**mail** Fisher & Phillips LLP, Attention: Charles Varon, 1075 Peachtree Street, NE, Suite 3500, Atlanta, Georgia 30309

*Please complete a separate registration form for each person attending.*

*Please list below any accommodation which may be necessary for you to attend our seminar:*

## Location of Seminar You Plan to Attend:

- Atlanta  Boston  Charlotte / Columbia  Columbus  Chicago  Cleveland  Dallas  Denver  Fort Lauderdale  
 Houston  Irvine  Kansas City  Las Vegas  Los Angeles  Louisville  Memphis  New Jersey  New Orleans  
 Orlando  Philadelphia  Portland, ME  Portland, OR  San Antonio  San Diego  San Francisco  Tampa

FULL NAME

BADGE NAME

TITLE

COMPANY

ADDRESS

CITY

STATE

ZIP CODE

E-MAIL

PHONE

## Method of Payment

- Check  Visa  Mastercard  American Express

*If paying by check, please make your check payable to Fisher & Phillips LLP. Mail check with the completed registration form or forms to Fisher & Phillips LLP, Attention: Charles Varon, 1075 Peachtree Street, NE, Suite 3500, Atlanta, Georgia 30309.*

Seminar Cost: \$165 per person / \$125 per person if two or more attend from the same organization.

My check is enclosed in the amount of \$\_\_\_\_\_.

Please bill my credit card in the amount of \$\_\_\_\_\_.

Priority code if applicable:\_\_\_\_\_

Credit card transactions will appear as FPHR Consulting on your statement.

NAME AS IT APPEARS ON CREDIT CARD

ACCOUNT NUMBER

EXPIRATION DATE

3 OR 4 DIGIT SECURITY CODE

AUTHORIZED SIGNATURE

BILLING ADDRESS

CITY

STATE

ZIP CODE

## Office Locations

---

### Atlanta

**Thomas P. Rebel**  
Managing Partner  
(404) 231-1400

### Boston

**Joseph W. Ambash**  
Managing Partner  
(617) 722-0044

### Charlotte

**Mason G. Alexander**  
Managing Partner  
(704) 334-4565

### Chicago

**Craig R. Annunziata**  
Managing Partner  
(312) 346-8061

### Cleveland

**Steven M. Nobil**  
Managing Partner  
(440) 838-8800

### Columbia

**Jonathan P. Pearson**  
Managing Partner  
(803) 255-0000

### Columbus

**Steven M. Loewengart**  
Managing Partner  
(614) 221-1425

### Dallas

**Michael V. Abcarian**  
Managing Partner  
(214) 220-9100

### Denver

**Todd A. Fredrickson**  
Managing Partner  
(303) 218-3650

### Fort Lauderdale

**Charles S. Caulkins**  
Managing Partner  
(954) 525-4800

### Houston

**Stephen J. Roppolo**  
Managing Partner  
(713) 292-0150

### Irvine

**James J. McDonald Jr.**  
Managing Partner  
(949) 851-2424

### Kansas City

**Brian J. Finucane**  
Managing Partner  
(816) 842-8770

### Las Vegas

**Mark J. Ricciardi**  
Managing Partner  
(702) 252-3131

### Los Angeles

**Todd B. Scherwin**  
Managing Partner  
(213) 330-4500

### Louisville

**Thomas J. Birchfield**  
Managing Partner  
(502) 561-3990

### Memphis

**Jeff Weintraub**  
Managing Partner  
(901) 526-0431

### New England

**Jonathan Shapiro**  
Managing Partner  
(207) 774-6001

### New Jersey

**Rosemary S. Gousman**  
Managing Partner  
(908) 516-1050

### New Orleans

**Keith M. Pyburn Jr.**  
Managing Partner  
(504) 522-3303

### Orlando

**Jeffrey E. Mandel**  
Managing Partner  
(407) 541-0888

### Philadelphia

**Christopher P. Stief**  
Managing Partner  
(610) 230-2150

### Phoenix

**Pavneet Singh Uppal**  
Managing Partner  
(602) 281-3400

### Portland

**Richard R. Meneghello**  
Managing Partner  
(503) 242-4262

### San Diego

**Christopher C. Hoffman**  
Managing Partner  
(858) 597-9600

### San Francisco

**Timothy J. Murphy**  
Managing Partner  
(415) 490-9000

### Tampa

**Christine E. Howard**  
Managing Partner  
(813) 769-7500

### Washington, DC

**Dennis C. Cuneo**  
Managing Partner  
(202) 429-3707

**FISHER & PHILLIPS** LLP

A T T O R N E Y S   A T   L A W

*Solutions at Work*<sup>®</sup>

*Representing employers nationally in labor,  
employment, civil rights, employee benefits, and immigration matters*

[www.laborlawyers.com](http://www.laborlawyers.com)

