

9th Annual Gainesville—Alachua County EMPLOYMENT LAW SEMINAR

Best Western
Gateway Grand Hotel
4200 NW 97th Blvd
Gainesville, Florida

Wednesday, June 19, 2019
8:00 AM—5:00 PM



SPONSORED BY:

City of Gainesville
Office of Equal Opportunity
and
Alachua County
Equal Opportunity Office



CONSTANGY
BROOKS, SMITH &
PROPHETE LLP

GRAY

ROBINSON

ATTORNEYS AT LAW

Recent Developments in Labor and Employment Law

*Presenter: F. Damon Kitchen, Esquire
Constangy, Brooks, Smith & Prophete, LLP*

Every year, employers are faced with the task of changing how they do business to adapt to new laws and regulations; decisions by the National Labor Relations Board, Department of Labor, Equal Employment Opportunity Commission; and creative new legal claims by plaintiffs' attorneys. This session will review the most important new developments in labor and employment law; and will attempt to provide practical advice to employers to assist their efforts to manage their businesses in the face of these new developments.

Discipline, Discharge and Separation Agreements

*Presenter: John Dickinson, Esquire
Constangy, Brooks, Smith & Prophete, LLP*

Discipline and discharge are inevitable consequences of workplace relationships that frequently trigger employment litigation. In this session, we will give you the tools you need to successfully manage discipline in your workplace and carry out discharges, when necessary. We will also discuss using separation agreements and general releases that may help you manage the risks associated with disciplining and discharging employees.

FLSA/FMLA Update

*Presenter: William Richardson, Jr., Outreach & Planning Specialist
U.S. Department of Labor*

This session will focus on the following: FLSA: the Wage and Hour Division's new PAID program allows for employers to resolve payroll errors and reduce their exposure to costly labor related lawsuits. FMLA: the latest opinion letter from the Administrator of the Wage and Hour Division addresses that it is the responsibility of the employer in all circumstances for designating leave as FMLA qualifying and giving notice of the designation to the employee. An employer is prohibited from delaying the designation of FMLA qualifying leave as FMLA leave, even at the request of the employee.

Employee Speech in the Era of Presidential Tweets

*Presenter: Stephanie Marchman, Shareholder
Gray Robinson, Attorneys at Law*

This presentation will provide participants with an overview of the laws which protect employee speech, provide examples of speech that is protected and not protected, with a focus on employee social media posts and texts, as well as review legally defensible social media policies governing employee social media use, on and off duty.

The Story of Patricia King

Presenter: Patricia E. King, National Speaker & Consultant

Retired US Army Soldier Patricia King is an LGBTQ advocate and a project management specialist with over 20 years of military service. Patricia was America's first openly transgender infantry soldier and a pioneer of gender equality within the US Military. She has over 17 years of leadership experience with multiple positions and has lead teams internationally. From this experience Patricia has learned that teams are at their best when everyone can bring their whole self to the table.

Workshops/Schedule

	WORKSHOP	PRESENTER
7:30 AM— 8:00 AM	Continental Breakfast & Registration	
8:00 AM— 8:10 AM	Welcome/Greetings City of Gainesville Alachua County Commission City of Gainesville Office of Equal Opportunity Alachua County Equal Opportunity Office	Lauren Poe, Mayor Charles Chestnut, IV, Chair Teneeshia Marshall, Equal Opportunity Director Jacqueline Chung, Equal Opportunity Manager
8:10 AM— 9:40 AM	Recent Developments in Employment Law	F. Damon Kitchen, Esquire Constangy, Brooks, Smith & Prophete, LLP
9:40 AM— 10:55 AM	Discipline, Discharge and Separation Agreements	John Dickinson, Esquire Constangy, Brooks, Smith & Prophete, LLP
10:55AM— 11:10AM	Break	
11:10 AM— 12:25 PM	FLSA/FMLA Update	William Richardson, Jr., Outreach & Planning Specialist U.S. Department of Labor
12:25 PM	~Lunch~ (included in registration fee)	Lunch sponsored by: Gary Robinson, Attorneys at Law & Constangy, Brooks & Smith, Prophete, LLP
1:30 PM— 2:45 PM	Employee Speech in the Era of Presidential Tweets	Stephanie Marchman, Shareholder Gray Robinson, Attorneys at Law
2:45 PM— 3:00 PM	Break	
3:00 PM— 4:30 PM	The Story of Patricia King	Patricia E. King, National Speaker & Consultant

Registration

Registration Information (Please Print)

Name (First, Middle, Last)

Job Title

Company/Agency Name

Address

City State Zip Code

() ()

Phone Fax

Email

I have special dietary needs as explained below:

If you have a disability and need an accommodation in order to participate in the seminar, please contact the Alachua County Equal Opportunity Office at (352) 374-5275 at least 3 business days prior to the event. TDD users, please call (352) 374-5284 or 711 (Florida Relay Service)

Payment Information

Check made payable to "City of Gainesville" enclosed

For Visa or MasterCard payment, please call: (352) 393-8727

**Gainesville-Alachua County
Employment Law Seminar
June 19, 2019**

REGISTRATION DETAILS:

E-Mail: els@cityofgainesville.org

Mail: **Gilbert Means**
City of Gainesville, Office of
Equal Opportunity
P.O. Box 490, Station 52
Gainesville, FL 32627-0490

Fax: (352) 334-2088

Seminar Fee: \$99

**Registration Deadline:
June 14, 2019**

THERE WILL BE NO ONSITE REGISTRATION

**Registration Information:
(352) 393-8490 or (352) 374-5275**



PLEASE NOTE:

In the event of returned checks, due to insufficient funds, you will be charged a service fee of \$25.00. If the face value of your returned check does not exceed \$50.00, \$30.00 if the face value exceeds \$50 but does not exceed \$300.00, \$40.00 if the face value exceeds \$300.00 or an amount up to five percent (5%) of the face amount of the check, whichever is greater.

City of Gainesville
Office of Equal Opportunity
P.O. Box 490, Station 52
Gainesville, FL 32627-0490