

## ANNUAL TAMPA LABOR & EMPLOYMENT LAW SEMINAR



**FRIDAY, MAY 10, 2019**

8:00 am-4:00 pm

Post Seminar - Free Admission to Museum

(See Schedule for Details)

Tampa Bay History Center  
801 Old Water Street, Tampa, FL 33602

# SCHEDULE

8:00-9:00am

## BREAKFAST & REGISTRATION

9:00-10:00am

### The Applicant Dating Game

*Janet Goldberg McEnery*

Hiring in today's world is much like online dating. You really don't have much to go on. This presentation will discuss ways to maximize your chances of picking a soulmate. We will cover the job application, background checking, the offer letter, interview questions, restrictions from previous employers and blunders, bumbles and stumbles to avoid when hiring. And just in case the relationship goes south, we will discuss the employment pre-nup (also known as the non-compete agreement)!

10:05-10:55am

### Guess What HR Forgot When Employees Went on Long-Term LOA? After FMLA and ADA, Remember Your Benefit Plans

*Andrew W. McLaughlin & Sharon Quinn Dixon*

"Out of sight, out of mind" can mean big problems for HR departments dealing with employees on extended leaves of absence, particularly after the employee uses up any leave covered by the Family and Medical Leave Act or possibly as extended under the Americans with Disabilities Act. But what about the employee's coverage under the employer's benefit plans, such as health insurance, long-term disability and the 401(k) plan? An employer may stumble into significant liability if it doesn't closely monitor an employee's eligibility and take appropriate action under those plans during leave of absence. This session will review the steps employers need to take during leaves to ensure compliance with both employment laws and the employer's benefit plans.

10:55-11:05am

## BREAK

11:10-12:00pm

### Are You Sherlock Holmes or Inspector Clouseau? –Conducting Workplace Investigations

*Andrew L. Rodman & Robert S. Turk*

Do you know what triggers an employer's legal duty to conduct a workplace investigation? What are the Do's and Don'ts of an effective investigation? We will discuss the roadmap for investigating internal complaints, as well as when, why and how you may want to deviate from that roadmap without being thrown off course. Whether you're a novice or a seasoned professional, we will delve into the "art" of conducting an investigation.

12:00-1:10pm

## LUNCH & NETWORKING

1:15-2:05pm

### Lisa's Indispensable Termination Checklist

*Lisa K. Berg*

As employment lawyers, one of the most frequent questions we receive is – "Can I fire this employee?" If a termination is executed incorrectly, it can have devastating consequences for the employee, as well as, the employer. In this session, we will share an indispensable checklist that will enable you to implement the process in a safe, compliant, respectful, and efficient manner.

2:05-2:15pm

## BREAK (POPCORN)

2:15-3:30pm

### Meet the Gang – NLRB Workplace Rules, What's Up at the EEOC, Immigration Update, Wage and Hour Hot Topics, Marijuana Update

*Rene F. Ruiz, Janet Goldberg McEnery, Glenn M. Rissman, Robert S. Turk & Melanie R. Leitman*

Ever wander into a HR conversation and have no idea what to say? Our panels will provide the solution. We will highlight the top takeaways for each topic so that you won't have to pretend you know what others are talking about. Quickly learn what you need to know. Then join the fun and sparkle at any HR-related lunch or cocktail party discussion.

3:30-4:00pm

### Final Question and Answer Session

*All Attorneys*

4:00-5:00pm

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