



GENTRY LOCKE  
Attorneys

# THE VOICE OF HR

## **2015 Labor & Employment Law Symposium**

Gentry Locke Employment Law attorneys are ready to coach you to a winning HR strategy for your company.

**Get your seat for this hot-ticket event!**

**APRIL 16, 2015** Hotel Roanoke & Conference Center  
[gentrylocke.com/event/LE2015](http://gentrylocke.com/event/LE2015)

**7:45am — 4:15pm**

**Cost:** \$200 includes continental breakfast, lunch, and all materials.

This full-day seminar will cover issues including discrimination, immigration, retaliation, investigations, benefits, harassment, departing employees, and all the issues that can make your HR department sing the blues.

Register for the Roanoke event at [www.gentrylocke.com/event/LE2015](http://www.gentrylocke.com/event/LE2015).

**Questions?** Email [glrm@gentrylocke.com](mailto:glrm@gentrylocke.com).

*See sessions and presenters on the next page.*



ROANOKE REGIONAL  
CHAMBER



This program has been pre-approved by the HR Certification Institute for 5.5 (General) recertification credit hours, and by SHRM for 5.5 Professional Development Credits (PDCs) toward SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>.

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# 2015 Labor & Employment Law Symposium

## Agenda

7:45 am-8:15am *Sign-in and continental breakfast*

8:15am-9:00am **Employment Law 2014 Hits & Misses** (Paul Klockenbrink/Cate Huff)

There have been significant employment law developments over the past year. We'll judge their impact on companies and will take a look at the new crop of upstarts. We'll cover recent Wage & Hour developments, ADA initiatives, LGBT issues, the focus and current agenda of the EEOC, and recent cases highlighting your need to train your employees.

9:00am-9:30am **NLRB's Very, Very Good Year** (Todd Leeson)

2014 was a year of unprecedented action by the National Labor Relations Board, with employers bearing the brunt of all their "hits." Key developments include the Purple Communications corporate email case, new "ambush" election rules, the McDonald's joint employer franchise issues, and the Board's continued protection of employee social media use. We'll help you devise a playlist of strategies for your company.

9:30am-10:00am **The Mamas and the Papas –and the PDA** (Lindsey Coley)

The EEOC has made controversial attempts to expand protection for pregnant employees and applicants. Additionally, "The Supremes" on the bench in Washington have a case that can impact your policies and practices relating to pregnant employees, as well as their rights under the Pregnancy Discrimination Act (PDA). As Otis Redding sang, you've got to "Treat Her Right" on the job, and Lindsey Coley can help you do just that with issues regarding your pregnant employees.

10:00am-10:15am *Break*

10:15am-10:45am **When You Hear OSHA Knocking: Advice for Employers** (Brett Marston)

You'll learn the do's and don'ts when an OSHA inspector comes knock, knock, knocking on your office door. There are statutory and regulatory issues involved, along with strategic preparation that is vital. We'll cover key points for these inspections and will provide a useful take-away to keep for future use.

10:45am-11:30am **Immigration is Hot, Hot, Hot for Employers** (Christine Poarch, Poarch Law Firm)

Guest presenter Christine Poarch discusses the most commonly-asked questions by employers and the most recent developments in employment-based immigration law, including administrative reform, immigration compliance, and agency enforcement priorities.

11:30am-12:15pm **"It's Not Me, It's You": Whistleblower & Retaliation Claims** (David Paxton/John Thomas)

Claims raised by whistleblowers are more popular than ever. Learn the critical steps companies must take to minimize the risk of such claims, and get practical advice on how to defend your business from these claims when they arise.

12:15pm-1:30pm *Lunch*

1:30pm-2:15pm *HR Survivor* — Who will correctly answer our questions and claim the "fabulous prizes?"

2:15pm-2:45pm **The Break-up: 10 Tips for Employers When Key Employees Leave** (Rob Dean)

Employee departures are fraught with peril, especially in the age of smartphones, cloud computing, and social media. Every company wants to ensure that its business and its customers are protected. Breaking up can be hard to do, but these practical, common sense tips for Virginia employers will help mitigate risk.

2:45pm-3:00pm *Break*

3:00pm-3:30pm **Promises, Promises: Benefits Update** (Christen Church)

You never promised them a rose garden, but your company still has obligations relative to its employees' actions, regardless of whether such actions are taken within or outside the scope of employment. Christen will discuss HIPAA privacy rules in the context of recent court cases and rulings by the Office of Civil Rights. You'll learn best employer practices for demonstrating appropriate levels of security and training relative to systems that contain protected health information.

3:30-4:00pm **I Kissed a Girl (and HR didn't like it): Sexual Harassment Update** (Todd Leeson/Brad Tobias)

Sexual harassment remains a significant problem in the workplace. The EEOC has recently restated that eradicating harassment is one of its key enforcement priorities. We'll discuss what's trending, and we will provide attendees with recommendations that companies can implement now to minimize their legal risks.

4:00pm-4:15pm **What's Goin' On: Employment Law Questions & Answers** (All attorneys)

Here's your opportunity to stump our judges! We'll answer your questions and discuss real-world and hypothetical situations.

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