



**GENTRY LOCKE**  
Attorneys

# SCHEDULE & SESSIONS

**LYNCHBURG: MARCH 19**

**ROANOKE: MARCH 21**



## THE SCHEDULE: 2019 Agenda

7:45-8:30 am	Continental and sign-in
8:30-10:00	<b>1st Quarter:</b> Pressure Defense – Threats, Violence, and Workplace Liability; Trump’s Federal Agency Shoot-around
10:00-10:20	Break
10:20-Noon	<b>2nd Quarter:</b> Your Game Plan – #MeToo in 2019; Time Out! Handle Workers’ Comp Claims Like a Pro; Buzzer Beaters – Drug Testing and Substance Use and Abuse in the Workplace
12:00-1:00	Lunch
1:00-1:30	One Shining Moment! March Madness Survivor
1:30-3:00	<b>3rd Quarter:</b> Bracket Buster Employment Law Cases that Matter; Wage-Hour Strategies: The Clock is Ticking
3:00-3:15	Break
3:15-4:00	<b>4th Quarter:</b> Personal Fouls – Employee Rights, Free Speech, and Social Media

**REGISTER BY MARCH 15: [gentrylocke.com/hr2019](http://gentrylocke.com/hr2019)**



**5.5 (General) HRCI® credit hours.**

The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI) criteria for recertification credit pre-approval.

**5.5 hours for SHRM PDCs.**

Gentry Locke is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.



**Pressure Defense – Threats, Violence, and Workplace Liability** *Paul G. Klockenbrink and Gentry Locke Investigator Danny Brabham*

We are all too familiar with the tragic and unsettling news headlines regarding workplace threats and violence. Unfortunately, instances of workplace violence and threats of violence continue to increase, presenting difficult and often disturbing challenges for employers. This session will focus on practical steps employers can take to protect their workforce. We will address issues of training, avoiding legal liability, and perhaps most importantly, what resources and options are available to employers.

**Trump's Federal Agency Shoot-around** *W. David Paxton and Kelsey M. Martin*

David Paxton and Kelsey Martin will discuss the initiatives and priorities of the Trump Administration as they relate to the workplace. With multiple positions within these Federal agencies vacant, the possibilities for the legal and regulatory landscape affecting employers is a real and present concern. We will highlight laws and regulations enforced by the DOL, NLRB, EEOC, and ICE, focusing on updates to overtime policy, workplace immigration rules, joint employer liability, and federal contractor regulations. Attendees will receive practical advice about how to minimize their legal risks.

**Your Game Plan – #MeToo in 2019** *Todd A. Leeson and Kelsey M. Martin*

Since the #MeToo movement went viral in the fall of 2017, the EEOC has reported a 14% increase in the number of sexual harassment charges it has received. What changes, if any, has your business made to its policies, process or commitment? Todd Leeson and Kelsey Martin will discuss the latest developments and best practices. We will provide recommendations to ensure that harassment prevention remains a key priority.

**Time Out! Handle Workers' Comp Claims Like a Pro** *Peter G. Irot*

Workers' compensation claims are an important consideration in any business. But few HR professionals fully understand the requirements the law imposes upon employers, or the business costs posed by mishandled claims. This presentation will discuss the reasoning behind certain points of Virginia workers' compensation law relevant to HR departments as well as actions HR professionals can take to reduce costs and avoid unnecessarily negative effects on employee morale.

**Buzzer Beaters – Drug Testing and Substance Use and Abuse in the Workplace** *Catherine J. Huff*

What do Whizzinators, water, and waiting have in common? Find out during this session when we unpack different types of workplace testing and discuss substance use, abuse, and best practices for handling prescription medication in a multitude of workplace situations. These situations provide unique and challenging issues. Cate Huff will explain why management should stay abreast of this ever-evolving area of the law.

**Bracket Buster Employment Law Cases that Matter** *Todd A. Leeson and Monica T. Monday*

Over the years, the Supreme Court of the United States and other courts have decided important cases about which we believe HR and employment law professionals should know. We will discuss several key cases and their current relevance. In this session, attendees will learn critical facts and context that resulted in these court decisions. We will explain the reason these cases are still relevant today, and explore other cases that the Supreme Court may decide in the near future. This session will be presented by Monica Monday, our Managing Partner, who chairs Gentry Locke's appellate law section, and employment law partner Todd Leeson.

**Wage-Hour Strategies: The Clock is Ticking** *Paul G. Klockenbrink and Catherine J. Huff*

Stop us if you've heard this one. "An employee walks into a bar...on a Saturday, to fix the plumbing. He is the on-call plumber for the weekend, but he forgot to clock in, he used his personal cell phone to take the call from his boss, and had to travel at least 50 miles to get to the bar." This employee is an FLSA disaster waiting to happen and is, unfortunately, becoming the rule rather than the exception. Paul Klockenbrink and Cate Huff will discuss updates in wage and hour law and how you as an employer can run your business while managing your risk regarding comp time, on-call employees, volunteer time, travel time, and off-the-clock work.

**Personal Fouls: Employee Rights, Free Speech, and Social Media** *W. David Paxton*

Can "flipping off" the President can get you fired? With candidates beginning to explore a run for the White House, with our current President continuing to be a "disrupter," and with the continuing swirl of #MeToo claims, there is no shortage of opportunities for your employees to "express themselves" on social media, in public, and in the workplace. Given our politically charged and contentious times, it is important to take a fresh look at the free speech rights of employees. In this session David Paxton will help management better understand where the lines are drawn.