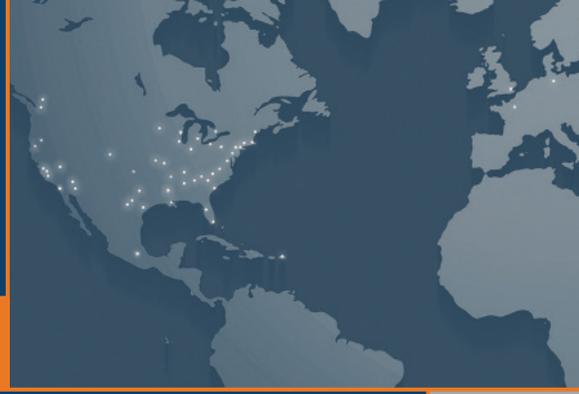




Ogletree  
Deakins



TAMPA

The Tampa office of  
**OGLETREE DEAKINS**

presents  
**MANAGING A WORKFORCE  
IN 2020**

An informative and educational seminar to  
address the latest labor and employment  
law topics impacting Florida employers

**You're  
Invited**

**October 2, 2019**

#### **LOCATION**

Tampa Marriott Water Street  
700 South Florida Avenue  
Tampa, FL 33602  
(813) 221-4900

#### **DATE AND TIME**

Wednesday, October 2, 2019  
8:30 a.m. – 4:15 p.m.  
(Registration and breakfast will begin at 8:00 a.m.)

#### **DETAILS**

A full breakfast, lunch, cocktail reception, and program materials are included.

#### **COST**

\$179 per person (if registered before October 2, 2019)  
\$199 per person (if registered on October 2, 2019)

#### Multiple-attendee discount

\$129 for the second and subsequent attendees from the same company (if registered before October 2, 2019)  
\$149 for the second and subsequent attendees from the same company (if registered on October 2, 2019)

Please register as soon as possible so you don't miss this exciting opportunity to gain actionable knowledge about how to protect your business!

#### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Lisa Graham at (813) 221-7237 or [lisa.graham@ogletree.com](mailto:lisa.graham@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Florida CLE credit.

# AGENDA

8:00 – 8:30 a.m. **REGISTRATION AND BREAKFAST**

8:30 – 8:35 a.m. **WELCOME AND INTRODUCTION**  
Edmund J. McKenna, *Office Managing Shareholder*

8:35 – 9:15 a.m. **EMPLOYMENT LAW HOT TOPICS**  
This fast-paced session will provide an overview of the latest issues and laws that are keeping employers busy and will set the stage for a great day of learning.  
*Presenter:* Ignacio J. Garcia

9:15 – 9:30 a.m. **BREAK AND ROOM CHANGE**

**9:30 – 10:40 a.m. BREAKOUT SESSION SERIES ONE—CHOOSE ONE OF THE FOLLOWING:**

Salons AB **OSHA RECORDKEEPING AND REPORTING: THE TOP 10 MISTAKES**  
OSHA standards require most employers to record and report certain work-related injuries and illnesses. However, even the best employers often fail to properly follow these detailed and confusing requirements. In this session, we will address the top 10 mistakes employers make in recordkeeping and discuss complex fact patterns regarding reporting requirements.  
*Presenters:* Phillip B. Russell, Dee Anna D. Hays, and Eliza N. Horne

Salons CD **INSULATING YOUR COMPANY FROM EMPLOYMENT LITIGATION**  
Employment lawsuits are on the rise. How can employers proactively put themselves in the best position to prevent litigation and successfully defend against lawsuits when they do happen? In this session, we will discuss poor hiring decisions, communication failures among decision-makers, careless treatment of harassment allegations, mismanagement of leave requests, and more. We will also focus on common and avoidable problems that employers frequently encounter.  
*Presenters:* Ignacio J. Garcia and Adriana S. Barnette

Salons GH **BYOD AND SOCIAL MEDIA—WHAT COULD POSSIBLY GO WRONG?**  
With today's digital resources and employees who are tech-savvy, how does one keep up with employment laws written as early as the 1930s? We will focus on the challenges in compliance in an ever-changing, technology-driven workplace, where privacy is all but gone.  
*Presenters:* Jennifer Monrose Moore and Karen E. Smeda

10:40 – 10:50 a.m. **BREAK AND ROOM CHANGE**

**10:50 a.m. – Noon BREAKOUT SESSION SERIES TWO—CHOOSE ONE OF THE FOLLOWING:**

Salons AB **NAVIGATING THE IMMIGRATION CLIMATE UNDER THE CURRENT ADMINISTRATION**  
Immigration under the Trump administration has certainly had its fair share of challenges. This session will provide a summary of the changes we have seen under this administration, with a specific focus on employer-sponsored immigration and compliance. In an era of heightened enforcement and stricter immigration compliance, employers need to be aware of the potential pitfalls and roadblocks in the immigration area. U.S. Immigration and Customs Enforcement (ICE) has announced up to a fivefold increase in I-9 and worksite enforcement actions. Do you know what to do if ICE shows up at your company? This session will summarize the changes to the immigration landscape, provide tips for employers to ensure a compliant immigration program, discuss the reappearance of social security "no-match" letters, address how to handle an ICE visit, and outline immediate steps to reduce risks and ensure your company is fully compliant with I-9 rules.  
*Presenters:* Jennifer G. Roeper, Natalie L. McEwan, and Alex C. Farris

# WEDNESDAY, OCTOBER 2, 2019

Salons CD

## ADA JEOPARDY!

Test your ADA knowledge with a fun and engaging set of questions and answers on topics from A (accommodation) to Z (Zipcars). This session will be presented in the format of the classic game show, featuring a range of “answers” that will highlight some of the more entertaining aspects of the ADA, which will be 30 years old next year.

*Presenters:* J. Robert McCormack and Vanessa Patel

Salons GH

## WAGE AND HOUR POWER HOUR: WHAT'S ON THE HORIZON FOR 2020

In this essential session, we will discuss the latest updates from the Wage and Hour Division of the U.S. Department of Labor, including:

- the new final rule governing exempt executive, administrative, professional, outside sales, computer, and highly compensated employees;
- proposed changes to regulations governing the regular rate under the FLSA for purposes of calculating overtime, including guidance on whether certain employee perks must be included; and
- proposed guidance regarding what constitutes joint employers.

We will also discuss the latest trends in employee payments, including daily pay, as well as timeless strategies for maintaining compliance with the FLSA.

*Presenters:* Karen M. Morinelli and Lara J. Peppard

Noon – 12:15 p.m.

## BREAK AND ROOM CHANGE

12:15 – 1:30 p.m.

Salons EF

## LUNCH WITH THE LAWYERS AND SPECIAL LUNCH PRESENTATION LIONS AND PANTHERS AND BEARS, OH MY!—ISSUES THE TAMPA BAY BUCCANEERS FACE BOTH ON AND OFF THE FIELD

Join top executives from the NFL's Tampa Bay Buccaneers as they chat about issues facing the franchise both on and off the field. If you have ever dreamed about working in a professional sports environment, our panelists will answer your questions and provide their unique insight on having a career with a professional sports organization.

*Moderator:* William E. Grob

*Panelists:* Daniel I. Malasky, *Chief Legal Officer*, Tampa Bay Buccaneers  
Kristin Hamwey, *Vice President of Human Resources*, Tampa Bay Buccaneers

1:30 – 2:40 p.m.

## BREAKOUT SESSION SERIES THREE—CHOOSE ONE OF THE FOLLOWING:

Salons AB

### TOP 10 EMPLOYEE PRIVACY ISSUES

Several states, including Florida and California, have recently implemented data privacy laws that expand privacy rights in the workplace. These laws place restrictions on an employer's ability to implement BYOD policies, monitor employee use of company computer systems, conduct criminal and other background checks, collect and use sensitive employee data, review employees' social media accounts, and protect employees' personal data from data breaches. This session will address the top 10 employee privacy issues confronting employers and provide practical steps for solving them.

*Presenter:* Grant D. Petersen

Salons CD

### ADDRESSING SEXUAL HARASSMENT AND BULLYING WITH EFFECTIVE POLICIES IN LIGHT OF THE #METOO MOVEMENT

This presentation will focus on the impact of sexual harassment on employers, how to reduce and eliminate sexual harassment and bullying with effective policies, and steps to take when facing a harassment claim.

*Presenters:* Peter W. Zinober and Stephanie C. Generotti

Salons GH

**AVOIDING DOCUMENTATION DRAMA: STRATEGIES FOR MANAGING AND IMPROVING DOCUMENTATION**

Employment lawyers and HR professionals agree that documentation of employee issues is the key to success. Proper documentation is crucial to minimizing liability and litigation risk. From offer letters to terminations, and everything in between, we will discuss the best strategies for systematically improving the quality of employment documentation within your organization. Join us for an interactive discussion that will provide examples you can implement, as well as entertaining stories of documentation disasters.

*Presenters:* Caren Skversky Marlowe and Gretchen M. Lehman

2:40 – 2:55 p.m.

**BREAK AND ROOM CHANGE**

2:55 – 4:05 p.m.

Salons EF

**TEST YOUR KNOWLEDGE**

In this game-show style presentation, test your knowledge against your peers in different categories of employment law. The audience will ring in with their answers and one winner will be crowned Employment Law Queen or King for a year. Prizes will be awarded.

*Presenters:* William E. Grob, Sarah Smith Kuehnel, Kevin D. Zwetsch, and Sara G. Sanfilippo

4:05 – 4:15 p.m.

**CLOSING REMARKS AND GRAND PRIZE DRAWING (FOLLOWED BY A COCKTAIL RECEPTION)**

Edmund J. McKenna, *Office Managing Shareholder*