

YOU'RE INVITED

June 27, 2014

Ogletree Deakins

The Birmingham office of
OGLETREE DEAKINS

presents an

EMPLOYMENT LAW SEMINAR

Make plans now to join Ogletree Deakins on the beautiful Gulf Coast for a one-day seminar providing employers with valuable insights on labor and employment law.

LOCATION

Turquoise Place
26302 Perdido Beach Boulevard
Orange Beach, AL 36561

DATE AND TIME

Friday, June 27, 2014
8:00 a.m. - 2:30 p.m.

COST

\$49.00

ACCOMMODATIONS

Turquoise Place (855) 778-1015
Phoenix VI (800) 211-7892

REGISTRATION

Register online at www.ogletreedeakins.com or contact Brandi Hall at (205) 714-4424 or brandi.hall@ogletreedeakins.com.

We have submitted this program to the HR Certification Institute for review. This program has been approved for 5 hours of MCLE credit.

AGENDA

8:00 - 8:30 a.m.

REGISTRATION

8:30 - 8:45 a.m.

WELCOME

8:45 - 9:30 a.m.

THE VIEW FROM THE BENCH

State and federal judges will discuss, from their perspective, what they appreciate (and what they do not) from party litigants in the courtroom. All too often, attorneys and their clients are so focused on the matters before the court that they lose sight of the fact that they are on display in the courtroom. Judge Sharon Lovelace Blackburn and Judge Caryl P. Privett will provide their observations of best and worst practices.

Presenters: The Honorable Sharon Lovelace Blackburn, United States District Judge, Northern District of Alabama
The Honorable Caryl P. Privett, Circuit Judge, 10th Judicial Circuit of Alabama

9:30 - 10:15 a.m.

CONFLICT RESOLUTION SKILLS FOR HR PROFESSIONALS AND IN-HOUSE COUNSEL

As an HR professional or in-house counsel, you negotiate daily with employees when they come to you with their issues. In this presentation, Debra Leo, Alternative Dispute Resolution Coordinator for the U.S. Equal Employment Opportunity Commission (EEOC), will teach the art of active listening, how to develop communication skills that can reduce employee complaints, and how to motivate your workforce toward teamwork, shared goals, and respectful interactions.

Presenter: Debra B. Leo, ADR Coordinator, U.S. Equal Employment Opportunity Commission

10:15 - 10:30 a.m.

BREAK

10:30 - 11:15 a.m.

PRE-EMPLOYMENT TESTING: CONDITIONAL OFFERS, BACKGROUND CHECKS, AND PRESCRIPTION DRUGS IN THE WORKPLACE

In today's crazy world, complying with the Americans with Disabilities Act (ADA) can be one of the more challenging tasks for employers. This task begins with the application and pre-employment process, and extends throughout the entire duration of a person's employment. The rise of prescription drug abuse makes this task even more difficult for employers. In this presentation, we will identify the best methods for dealing with pre-employment testing and background checks to comply with the ADA. We will then discuss the best practices for handling suspected drug use by current employees, particularly when a potential prescription drug abuse problem arises.

Presenters: James A. Patton, Jr. and M. Tae Phillips

11:15 - Noon

UNEMPLOYMENT COMPENSATION: HEARINGS, APPEALS, AND THE EFFECT ON RELATED LITIGATION

When faced with the possibility of employment litigation, employers cannot afford to give short shrift to compensation hearings. In this presentation, Alysonne Hatfield, attorney for the Alabama Department of Labor, will discuss the ins and outs of the administrative procedures and answer questions about the unemployment compensation process. Hatfield and Judge Sharon Lovelace Blackburn will then discuss the preclusive effect of unemployment compensation hearings and other, perhaps unintended, consequences of administrative procedures on subsequent federal litigation.

Presenters: The Honorable Sharon Lovelace Blackburn, United States District Judge, Northern District of Alabama
Alysonne O. Hatfield, Assistant General Counsel, Alabama Department of Labor

Noon - 12:30 p.m.

LUNCH

12:30 - 1:00 p.m.

THE WACKY WORLD OF EMPLOYMENT LAW

Have you ever wondered whether you were dealing with the wackiest employment matter in the history of litigation? Perhaps you were! James Pennington and Samantha Smith will present an informative and entertaining review of the most recent, offbeat developments in employment law.

Presenters: James C. Pennington and Samantha K. Smith

1:00 - 1:45 p.m.

WORKPLACE SAFETY—AN OUNCE OF PREVENTION: ASSESSING SECURITY THREATS AND WAYS TO RESPOND

The safety and security of your employees are as important to your organization as the products and services you provide to your clients or customers. In this presentation, you will learn how to incorporate a comprehensive program addressing personal safety and security preparedness for your company to prevent workplace incidents and mitigate the impact of those that occur.

Presenter: Johnny Lee, Director of Peace@Work and CEO of ePanicButton, LLC

1:45 - 2:30 p.m.

HOW EMPLOYERS CAN WIN EMPLOYMENT LAWSUITS BEFORE THEY'RE FILED

Success in any employment lawsuit depends upon the facts of the case. These facts arise well before any lawsuit is filed and often before the threat of a lawsuit is even a blip on the radar. In this presentation, we will identify facts critical to success in employment lawsuits and review the best practices and decisions that generate them. Such facts not only position employers to win employment lawsuits, but can also prevent them from being filed—which is the best victory of all.

Presenters: J. Richard Carrigan and David L. Warren, Jr.