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REGISTRATION FORM

**Registration fee is \$50.00
and includes breakfast, lunch,
seminar materials and valet parking.**

To register, please visit www.floridalawalliance.com.

Please RSVP by November 1, 2017.

Name _____

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The Florida Law Alliance is a group of independent law firms practicing throughout Florida that have combined their knowledge, efforts, and resources. The goal is to increase efficiency, lower costs, expand the scope and improve the quality of legal services each firm provides to its own clients.

The member firms of the Florida Law Alliance are better able to serve the interests of their clients because of the statewide geographical reach, cumulative expertise in both general and specialized practice areas, and local community knowledge and legal credibility before a specific court or other decision-making body.

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Sonesta Fort Lauderdale Beach Hotel

999 N. Fort Lauderdale Beach Boulevard
Fort Lauderdale, FL 33304

DIRECTIONS

From West Florida (Fort Myers/Naples)

- Follow I-75 South to Fort Lauderdale
- Continue on 595 to 95 North
- Take Exit 29A from I-95
- At the end of the ramp, turn right and follow W. Sunrise Blvd. to N. Fort Lauderdale Beach Blvd.
- Turn right onto N. Fort Lauderdale Beach Blvd. The hotel will be on your right

From North Florida (Jacksonville)

- Take I-95 South to Fort Lauderdale
- Take Exist 29 and turn left on W. Sunrise Blvd. to N. Fort Lauderdale Beach Blvd.
- Turn right onto N. Fort Lauderdale Beach Blvd. The hotel will be on your right

From South Florida (Miami)

- Take I-95 North to Exit 29A
- At the end of the ramp, turn right and follow W. Sunrise Blvd. to N. Fort Lauderdale Beach Blvd.
- Turn right onto N. Fort Lauderdale Beach Blvd. The hotel will be on your right

Overnight Accommodations Needed?

A group rate of \$159 (single or double occupancy) plus tax is available to all attendees the night of November 9. Reservations should be made by calling Sonesta Fort Lauderdale at 954-302-5205 and ask for the **Florida Law Alliance** rate. After October 9, reservations will be accepted based on availability at the prevailing hotel rate.

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Florida Law Alliance Fall Employment Law Conference

Friday, November 10, 2017

Sonesta Fort Lauderdale Beach Hotel

999 N. Fort Lauderdale Beach Boulevard
Fort Lauderdale, FL 33304



Presented by the Florida Law Alliance Member Firms:

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Florida Law Alliance Fall Employment Law Conference

Friday, November 10, 2017

AGENDA AND OUTLINE

7:30 a.m.

Registration and Continental Breakfast

8:30 a.m.

Florida Medical Marijuana Law and Its Impact on the Workplace



Robert Shearman, Esq.

Henderson, Franklin, Starnes & Holt, P.A.
Fort Myers

Since the passing of Amendment 2, there are many questions facing Florida employers. While the infrastructure and implementation of the new regulations are ramping up, employers may be well served to use the time now to survey their approach to the law. Attendees will learn: whether the new law impacts a drug-free workplace policy; whether employers are required to grant accommodations to prescription card-carrying users; and, whether employees will be able to sue employers who terminate them for failing a drug test due to a positive test for medical marijuana use.

9:30 a.m.

Break

9:45 a.m.

Employment Law Cases and Arbitration



Michael Schofield, Esq.

Clark Partington/Pensacola

This presentation will give attendees a better understanding of what to expect when an employment law matter is handled in an arbitration setting. Attendees will learn how contractual language can compel arbitration, better

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understand the mindset of the typical arbitrator (your "private paid judge and jury" in the matter), and gain an appreciation for when to seek arbitration and perhaps when to try to avoid arbitration.

10:45 a.m.

Company Websites Under Attack: Your Guide to Title III of the ADA as Applied to Websites



Craig Salner, Esq.

Clarke Silvergate/Miami

Employers know that the Americans with Disabilities Act ("ADA") precludes discrimination in the workplace as it pertains to an employee's actual or perceived disability. The ADA also requires businesses to make their facilities accessible to patrons with disabilities. This litigation hotbed has now extended to company websites. Attendees will gain a better understanding of the background of the ADA, as well as practical solutions businesses can implement to reduce ADA claims.

11:45 a.m.

Lunch

12:45 p.m.

Raffles

1:00 p.m.

7 Wage and Hour Mistakes Even Seasoned Employers Make



Jeff Wilcox, Esq.

Hill Ward Henderson/Tampa

Litigation under the Fair Labor Standards Act has exploded in recent years, and the law contains many non-obvious traps for unwitting employers. Mistakes by employers can be costly, as the mistakes are often repeated and applied to multiple employees, and the law provides for extensive penalties and attorney fee awards for successful plaintiffs. This session will discuss in detail many of the lesser-known (but high-exposure) pitfalls that frequently arise for employers, and will provide practical advice and solutions for understanding and avoiding them.

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2:00 p.m.

Recent Changes in EEOC Investigations



Susan Smith Erdelyi, Esq.

Marks Gray/Jacksonville

Special Guest Speaker

Michael Farrell, Esq.

EEOC District Director/Miami



The Equal Employment Opportunity Commission can seem like a "black hole" where discrimination charges are filed and sit on someone's desk until a "Dismissal and Notice of Rights" is issued. In the meantime, what happens? This presentation is designed to outline the inner workings at the EEOC, the procedures for investigating charges and to discuss recent changes in the investigation process which may include on-site visits, questioning by investigators of employees at the employer's workplaces and sharing of position statements. Attendees will learn common mistakes made in position statements, tips for drafting effective (and appreciated) position statements, the state of the law with respect to admissibility of position statements into evidence at trial, and what types of discrimination charges are on the rise at the EEOC.

3:00 p.m.

Closing remarks

Speakers

Michael Farrell, Esq. spent approximately 16 years with the EEOC's Miami and Los Angeles Offices as one of its senior trial attorneys. He left the EEOC for private practice, representing employees. Michael returned to the EEOC was appointed as Director of the Miami District in February 2016 and directs EEOC enforcement in Florida, Puerto Rico and the U.S. Virgin Islands. He may be reached at michael.farrell@eoc.gov.

Craig Salner, Esq. has extensive experience in a wide range of civil and commercial litigation matters, including employment discrimination/retaliation, premises liability, pharmaceutical liability and class actions. He frequently

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assists clients in matters of FLSA, ADA Title III, contract disputes, contract drafting, and EEO compliance. Craig may be reached at csalner@cspalaw.com or by phone at 305.347.3124.

Michael J. Schofield, Esq. has a broad based civil litigation practice. He has experience in aviation matters, construction litigation, commercial litigation, insurance coverage and disputes, products, and general liability matters. He is a Certified Mediator and Qualified Arbitrator in Florida, and Mediator and Arbitrator in Alabama. He also serves as a mediator, arbitrator, and neutral in ADR matters. Michael may be reached at mschofield@clarkpartington.com or by phone at 850.208.7062.

Robert C. Shearman, Esq. is Florida Bar Board Certified in Civil Trial Law. He concentrates his practice in the defense of tort, civil rights, employment and real estate claims. Bob is also a Florida Supreme Court Certified Civil Mediator. He represents numerous public and private entities with respect to constitutional claims, wrongful termination, discrimination, and harassment matters. Bob may be reached at 239.344.1346 or by email at robert.shearman@henlaw.com.

Susan Smith Erdelyi, Esq. has tried cases in both state and federal courts in the areas of employment, civil rights and local governmental matters. She has represented employers and on occasion, employees in claims involving discrimination, wrongful termination, disability, sexual harassment, wage and hour, due process and other employment and civil rights issues. Susan serves as the City Attorney for the City of Jacksonville Beach. She may be reached at serdelyi@marksgray.com or by phone at 904.398.0900.

Jeffrey J. Wilcox, Esq. focuses his practice advising, representing, and defending corporate clients in a broad spectrum of employment-related issues, including compliance with all federal and state employment-related statutes, allegations of discrimination and harassment, non-compete litigation, trade secret litigation, human resources related counseling and training, and employment contract drafting and negotiation. He may be reached at jeff.wilcox@hwlaw.com or by phone at 813.222.8725.



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