



Wimberly Lawson

Attorneys & Counselors at Law

We invite you to attend our 37th Annual Labor and Employment Law Update

TARGET OUT OF RANGE



THE WIMBERLY LAWSON LABOR & EMPLOYMENT LAW UPDATE

Knoxville Marriott Downtown
500 Hill Avenue, Knoxville, Tennessee
November 3 & 4, 2016



KEYNOTE SPEAKER

Inky Johnson

Inky's life was changed in a heartbeat, when he received a devastating injury during a college football game. Now, Inky inspires his audiences to embrace the challenges of life.

SPECIAL GUESTS

From the EEOC:

**Sarah L. Smith, *Director*, and
Sylvia Hall, *Supervisory Enforcement Federal
Investigator for the EEOC's Nashville, TN office***

**From the Tennessee Human
Rights Commission:**

Beverly L. Watts, *Executive Director*

From Cornerstone of Recovery:

**Bill Lee, *BGS, Interventionist
Assistant Program Director
Young Adult and Relapse Recovery Programs***

A FEW COMMENTS FROM LAST YEAR

“ Always great information,
great guest speaker —
never disappointed! ”

“ Legal updates were
informative and fun. ”

“ The coverage we get
in 1 1/2 days is great! ”

“ All the attorneys
are fantastic! ”

www.wimberlylawson.com



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Dear Clients and Friends:

Our Annual Fall Conference is truly the high point of the year for us -- a time to gather with friends and discuss important, contemporary employment issues. **PLEASE PLAN NOW TO JOIN US!**

Our day-and-a-half program covers **important legal decisions and societal trends affecting employment**. Topics are carefully selected to address the concerns of all employers and to give you an opportunity to select from a wide array of topics dealt with in detail. A few of the thirty-five or more topics are:

- EEOC Initiatives, including Retaliation under the Proposed New Guidance
- FLSA - Recent Developments on Overtime, Joint Employment and Independent Contractors
- LGBT, Religious Freedom, and Government Oversight
- Developments with Mental, Emotional, and Psychological Issues Related to Employment (Including the Opioid/Heroin Addiction Crisis)
- Cyber Liability – Liability for Cyber Crimes and Data Breaches
- Crossing the Line: When Workplace Behavior Goes from Unlikable to a Liability
- Social Media & Technology, with Millennials and Other Generations
- Trends & Issues on NLRB & Union Organization
- Can You See It? Behavioral Stages of Chemical Addiction
- Is Your Employee Handbook Stale? BYOD, Wearables, and Other Technologies
- Resolving Employee Complaints - First Line of Defense
- Workplace Fairness & Avoiding Discrimination Claims
- FMLA: Unexpected Issues on Your Doorstep Every Day

Join us in Knoxville on November 3rd and 4th! We promise you an informative, but light-hearted, thorough and practical journey through today's workplace issues.

Hope to see you there!

Respectfully,

Jeff Jones

Jeffrey G. Jones
Regional Managing Member



www.wimberlylawson.com

Knoxville Morristown Cookeville Nashville Chattanooga

AGENDA

(Note: These are Pre-Conference Topics, Titles and Times.

They may Change – Please Check Final Conference Program on Day of Conference.)

Thursday, November 3, 2016 (9:00 a.m. - 5:00 p.m.)

8:00 a.m. – 9:00 a.m. - Registration and Continental Breakfast

9:15 a.m. - 10:45 a.m. - General Session

The Year in Review

Legislative Updates on Workers' Comp Reform

Insider's Look at Wage and Hour Developments

EEOC Initiatives, including Retaliation under the Proposed New Guidance

11:00 a.m. - 12:00 p.m. - Breakout Sessions

Workplace Accommodations and the ADA

FLSA - Recent Developments on Overtime, Joint Employment and Independent Contractors

Developments with Mental, Emotional, and Psychological Issues Related to Employment

(Including the Opioid/Heroin Addiction Crisis)

LGBT, Religious Freedom, and Government Oversight

FMLA, Unexpected Issues on Your Doorstep Every Day

Top Ten Strategies for Defending TN Workers' Comp Claims

What Public Employers Need to Know

12:00 p.m. - 1:15 p.m. - Lunch (As Guests of Wimberly Lawson)

1:30 p.m. - 2:30 p.m. - General Session

Keynote Speaker, *Inky Johnson*

2:45 p.m. - 3:45 p.m. - Breakout Sessions

FMLA / ADA / Workers' Comp

Cyber Liability – Liability for Cyber Crimes and Data Breaches

Common Mistakes From Hiring to Discharge

Life Cycle of an Employment Case

Social Media & Technology, with Millennials and Other Generations

Can You See It? Behavioral Stages of Chemical Addiction

4:00 p.m. - 5:00 p.m. - General Session

Trends & Issues on NLRB & Union Organization

OSHA Update

Immigration

5:00 p.m. - 6:45 p.m. - Reception (please join us for scrumptious hors d'oeuvres)

Friday, November 4, 2016 (8:30 a.m. – 12:15 p.m.)

8:00 a.m. - 8:25 a.m. - Continental Breakfast

8:30 a.m. - 9:30 a.m. - General Session

Is Management Training Necessary?

Cyber Security, Including Cyber Bullying & Ransomware

Intellectual Property for Employers

Where Does Your Lawyer Fit In?

9:45 a.m. - 10:45 a.m. - Breakout Sessions

Ask Your Friendly EEOC/THRC Representatives About Their Enforcement Priorities

Is Your Employee Handbook Stale? BYOD, Wearables, and Other Technologies

The Need for Employment Contracts - Confidentiality, Non-Competition,

Jury Waivers and Other Risks

NLRB & Union Issues

Resolving Employee Complaints - First Line of Defense

Workplace Fairness & Avoiding Discrimination Claims

Crossing the Line: When Workplace Behavior Goes from Unlikable to a Liability

11:15 a.m. - 12:15 p.m. - General Session

Heightened Scrutiny for Religious Accommodations

Legal & Practical Issues for Pre-Employment Testing

Beyond FMLA Leave - The Wide, Wide World of Mandatory Paid Leave

Potential Impact of the 2016 Elections

12:15 p.m. - Conclusion

Approval of this program for 8.5 General recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®) will be requested. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.



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

Wimberly Lawson Wright Daves & Jones, PLLC, is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

Approval of this program for 8.5 PDCs valid for the SHRM-CP or SHRM-SCP will be requested.

For more information about certification or recertification, please visit

www.shrmcertification.org.



Applications will be made with TN, GA, VA and KY for 8.5 Attorney CLE credit hours.



Wimberly Lawson

Attorneys & Counselors at Law

Thirty-Seventh Annual Labor & Employment Law Update Conference

Knoxville Marriott - Knoxville, Tennessee

November 3-4, 2016

COST:

Early Bird (registration AND payment received by Sept. 26, 2016)

\$369 per person

\$359 for each additional person from same company

\$329 each for eight or more from same company

Registration and payment received AFTER September 26, 2016)

\$399 per person

\$389 for each additional person from same company

\$359 each for eight or more from same company

REGISTRATION INCLUDES:

Seminar (1 1/2 days), materials, two continental breakfasts, lunch, and evening reception on Thursday, November 3, 2016

REFUND POLICY:

A 50% cancellation fee will be incurred for cancellations after October 7, 2016. Cancellations made after October 21, 2016 will forfeit the registration fee (registrants will receive the conference materials post-seminar). Substitutions of attendees within the same company will be permitted through Thursday, November 3, 2016.

HOTEL ACCOMMODATIONS

Knoxville Marriott • 500 Hill Avenue

SPECIAL RATES AVAILABLE

Be sure to state you are attending the Wimberly Lawson conference in order to receive the room rate of \$112.00/standard.

800-228-9290

RESERVE ONLINE at www.marriott.com/TYSMC

(use the Group Code "Wimberly Lawson Conference" to reserve at the conference rate)

Deadline to reserve hotel accommodations is October 3, 2016 or until the block is full.

FIVE WAYS TO REGISTER

1. Mail to: Laura Reeves
Wimberly Lawson Wright
Daves & Jones, PLLC
P.O. Box 2231
Knoxville, TN 37901
2. Fax to: Laura Reeves at 865-546-1001
3. Email to: LReeves@wimberlylawson.com
4. Via website: www.wimberlylawson.com
5. Phone: 865-546-1000

Special Needs? If you should have any special needs, such as wheelchair access or special dietary requirements, please contact Laura Reeves at 865-546-1000 no later than 10 days before the event.



KEYNOTE SPEAKER

Inky Johnson

September 9, 2006. It started as a normal college football game in Neyland Stadium. If anything, the event was an afterthought, dropped into the schedule at the last minute.





For Inky Johnson, though, the game changed everything. A routine tackle turned into a life-threatening injury, and nothing has been normal for Inky ever since. Not with a paralyzed right arm. Not with daily pain. Not with constant physical challenges.

His dream had always been to play professional sports. You might think his injury would have destroyed his motivation and crushed his spirit. But that's only because you don't know Inky.

Who is Inquoris "Inky" Johnson? He could be described as the survivor of an underprivileged past. He could be described as a refugee of poverty and violence. He could be described as a success story stained by tragedy. But if you look deeper, you'll discover something else.

You'll see a man who looks in the face of defeat and says, "Am I really failing, or is God prevailing?" You'll see a man gripped by the promise that God has purposes and plans far beyond our own. And you'll be inspired by his relentless determination, which he loves to impart to others through his dramatic story.

Inky has a master's degree in sports psychology from the University of Tennessee. He devotes much of his time to mentoring athletes and underprivileged youth. He and his amazing wife Allison live in Atlanta, Georgia with their beautiful children, Jada and Inky Jr.

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Company	_____		
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Email	_____		
BPR and State for CLE (Attorneys): _____			
For Credit Card Payments:			
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