



Wimberly Lawson

Attorneys & Counselors at Law

We invite you to attend our 35th 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 6 & 7, 2014



BACK BY POPULAR DEMAND!

KEYNOTE SPEAKER
Janice P. Brown, Esq.

Founder of **Brown Law Group**
and **Beyond Law** of San Diego, California

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 the NLRB:

Alex Edinger, *Resident Agent for Knoxville*

A FEW COMMENTS FROM LAST YEAR

“ Excellent, informative,
helpful seminar – Well done! ”

“ The information presented
at this seminar is invaluable ”

“ When I go back to the
office, I have hands-on
info I can use ”

“ I'm bringing my whole
department next year! ”

www.wimberlylawson.com



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



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:

- HR Audits – Are You in Compliance?
- NLRB – Why Employees Unionize & What We’ve Learned from Volkswagen and the UAW
- FMLA – Strategies and Practical Advice
- Employment Contracts and Offer Letters
- Stress and Mental Disabilities Under FMLA/ADA
- Honey, I’m Home! (But the Company’s Still Liable): Telecommuting, Non-traditional Work And Employer Liability
- Termination Strategies to Avoid Wrongful Discharge Litigation
- Handbooks and Policies
- The Toxic Employee – Know the Warnings, Intervention Techniques and Other Safeguards
- Practice and Procedure Under Work Comp Reform
- Healthcare Reform Update

Join us in Knoxville on November 6th and 7th! We promise you an informative, but light-hearted, thorough and practical journey through today’s workplace issues.

Hope to see you there!

Respectfully,



Ronald G. Daves
Managing Member



AGENDA

(Note: These are Pre-Conference Topics, Titles and Times.
They may change – Please Check Final Conference Program on Day of Conference.)

Thursday, November 6, 2014 (9:00 a.m. - 5:00 p.m.)

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

9:00 a.m. - 10:45 a.m. - General Session

The Year in Review

New U.S. Department of Labor Regs

Workplace Diversity and Strategy for HR Leadership

TN Workers' Comp Reform Update

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

Healthcare Reform Update

Ten Feet Tall and Bulletproof? Whistleblower and Retaliation Considerations

Practice and Procedure Under Work Comp Reform

HR Audits – Are You in Compliance?

Wage and Hour – FLSA Update on New Regs, Overtime Pay, and Classification of Employees

Performance Reviews – What Works?

Social Media

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, *Janice P. Brown, founder of Brown Law Group and Beyond Law of San Diego, California*

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

NLRB – Why Employees Unionize and What We've Learned from Volkswagen and the UAW

FMLA – Strategies and Practical Advice

Internal Investigations – Mitigating the Risk of Liability

Americans with Disabilities Act Amendments Act

E-Discovery Basics Including Self-Destructing Text Messages

Issues Confronting Public Employers

HR Managers and General Liability Issues

4:00 p.m. - 5:15 p.m. - General Session

Tips on Proactive Avoidance of Legal Entanglements

Employment Contracts and Offer Letters

Immigration Update

Overview of EEOC/THRC Initiatives

What to Expect in 2015

5:15 p.m. - 6:45 p.m. Reception (*please join us for scrumptious hors d'oeuvres*)

Friday, November 7, 2014 (8:30 a.m. – 1:00 p.m.)

8:00 a.m. - 8:30 a.m. - Continental Breakfast

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

Guarding Against Tort Claims by Employees

Records Retention

Stress and Mental Disabilities Under FMLA/ADA

Employee Privacy

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

Best Practices in Hiring, Recruiting (through Social Media), Pre-Employment
Testing and Background Checks

Honey, I'm Home! (But the Company's Still Liable): Telecommuting,

Non-traditional Work and Employer Liability

Emerging Trends in Benefit Hot Topics: Healthcare, Absenteeism, Leaves of Absence,

Vacations and Holidays

Medical Marijuana, Drug Testing, Substance Abuse and Guns in the Workplace

Termination Strategies to Avoid Wrongful Discharge Litigation

Handbooks and Policies

EEOC Panel Discussion

11:15 a.m. - 12:45 p.m. - General Session

Co-Employment Issues with Temporary Employees

OSHA

Accommodating Religion in the Workplace

What's Brewing with the NLRB?

The Toxic Employee – Know the Warnings, Intervention Techniques and Other Safeguards

Gender Identity/DOMA

12:45 p.m. Conclusion



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Approval of this program for 9.25 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resources Certification Institute (HRCI) will be requested. For more information about certification or recertification, please visit the HRCI home page at www.hrci.org.

Accreditation of this program for 9.25 general credit hours by TN, VA, FL, GA and KY CLE for attorneys will be requested.

Accreditation of this program by the National Association of Legal Assistants (NALA) for 9.25 general credit hours will be requested.



Wimberly Lawson

Attorneys & Counselors at Law

Thirty-Fifth Annual Labor & Employment Law Update Conference

**Knoxville Marriott - Knoxville, Tennessee
November 6-7, 2014**

COST:

Early Bird (registration AND payment received by Sept. 22nd)
\$349 per person
\$339 for each additional person from same company
\$309 each for eight or more from same company

Registration and payment received AFTER September 22nd
\$389 per person
\$379 for each additional person from same company
\$349 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 6, 2014

REFUND POLICY:

Please note that a 50% cancellation fee will be incurred for cancellations after October 10, 2014. Cancellations made after October 24, 2014 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 6, 2014.

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 \$109.00/standard.

800-228-9290

RESERVE ONLINE at www.marriott.com/TYSMC
(use the Group Code WLLC to reserve at the conference rate)

Deadline to reserve hotel accommodations is October 6, 2014 or until the block is full.



KEYNOTE SPEAKER

Janice P. Brown, Esq.

Founder of **Brown Law Group**
and **Beyond Law**
of San Diego, California

There is often nothing easy or pretty about the world of employment law – business owners and human resources professionals know this first-hand. However, you can make employment law work for you instead of against you by using intelligence, proven business principles, and a good sense of humor.

Janice Brown is the owner of two successful businesses: Brown Law Group, a leading management-side employment law firm in San Diego, and her latest venture, Beyond Law. As the founder of Beyond Law, Ms. Brown focuses on helping lawyers reach their full potential, developmentally, professionally and financially. Her passion for helping lawyers to succeed is the foundation upon which Beyond Law is built. The proven business principles of setting goals, examining beliefs, and applying emotional intelligence and time management apply equally to human resources professionals.





Ms. Brown's commitment to excellence has earned her numerous accolades and awards throughout her career, including the following significant awards: Department of Justice – Trial Lawyer of the Year, 1987; California Association of Black Lawyers – Lawyer of the Year, 1995; Gonzaga University Alumni Association - Distinguished Alumni Merit Award, 2010. In 2011, Ms. Brown and Brown Law Group were awarded Supplier of the Year by the San Diego Regional Minority Supplier Development Council. Ms. Brown is rated AV®-Pre-eminent™ by Martindale and has been recognized as a Super Lawyer since 2007.

Ms. Brown is a 1984 graduate of Gonzaga Law School. She received a Bachelor of Arts Degree in Journalism in 1981 from the University of Montana.

FIVE WAYS TO REGISTER

1. Mail to: Bernice Houle
Wimberly Lawson Wright
Daves & Jones, PLLC
P.O. Box 2231
Knoxville, TN 37901
2. Fax to: Bernice Houle at 865-546-1001
3. Email to: [bhoul@wimberlylawson.com](mailto:bhoule@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 Bernice Houle at 865-546-1000 no later than 10 days before the event.

Name	_____		
Company	_____		
Address	_____		
City	_____	State	_____ Zip
Phone	_____ - _____	Fax	_____ - _____
Email	_____		
BPR and State for CLE (Attorneys): _____			
<u>For Credit Card Payments:</u>			
Cards Accepted	   		
Credit Card No.	_____		
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Billing Street Address	_____		
City	_____	State	_____ Zip
Signature Authorizing Charge	_____		