

A close-up photograph of a bronze statue of Lady Justice, the personification of the goddess of justice. She is depicted with her eyes blindfolded, symbolizing impartiality. She wears a crown and a robe. The background is slightly blurred, showing other parts of the statue and the surrounding environment.

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CONTINUING LEGAL EDUCATION

Employment Law Update

Co-sponsored with the Labor & Employment Law Section
of the Alabama State Bar

December 13, 2018

**Hyatt Regency/The Wynfrey Hotel
Birmingham, Alabama**

6.3 CLE hours, including one hour of ethics

WHAT YOUR PEERS HAVE SAID ABOUT THE PROGRAM:

"GREAT PROGRAM. VERY INFORMATIVE."

"WELL ORGANIZED AND PRESENTED. VERY ENGAGING WITH A LOT OF
USEFUL INFORMATION."

"INTERESTING TOPICS WITH ENGAGING SPEAKERS."

AGENDA

Program Chairs:

Mac B. Greaves, Jones Walker LLP, Birmingham, AL

John D. Saxon, John D. Saxon PC, Birmingham, AL

8 a.m. Registration and Continental Breakfast

8:30 a.m. RECENT FEDERAL DEVELOPMENTS

- Fair Labor and Standards Act
- Americans with Disabilities Act
- Family and Medical Leave Act
- Pregnancy Discrimination Act
- LGBTQ Issues

Charles Guerrier

Haynes & Haynes PC
Birmingham, AL

9:30 a.m. Break

9:45 a.m. ETHICS AND THE ELECTRONIC WORLD

- Social Media
- Electronically Stored Information
- Spoliation

Daniel J. Burnick

Law Office of Daniel J. Burnick
Birmingham, AL

Heather N. Leonard

Heather Leonard PC
Birmingham, AL

10:45 a.m. A VIEW FROM THE BENCH

Honorable Herman N. Johnson Jr.

U.S. Magistrate Judge
Northern District of Alabama
Huntsville, AL

Honorable John E. Ott

U.S. Magistrate Judge
Northern District of Alabama
Birmingham, AL

Moderator: Albert L. Vreeland

Lehr Middlebrooks Vreeland & Thompson PC
Birmingham, AL

11:45 a.m. Lunch on your own

12:45 p.m. HOW THE #METOO MOVEMENT AFFECTS EMPLOYMENT LAW

- Hostile Work Environment
- Juror Attitudes
- Arbitration
- Tax Code Consideration re Settlements

Jenna M. Bedsole

Baker Donelson Bearman Caldwell & Berkowitz
Birmingham, AL

Alicia K. Haynes

Haynes & Haynes PC
Birmingham, AL

2:15 p.m. Break

2:30 p.m. ELBOW FIGHT: THE COLLISION OF THE ADA, FMLA AND WORKERS' COMPENSATION

- Leave and Return to Work Issues
- Mental Health Conditions

M. Jefferson Starling III

Balch & Bingham LLP
Birmingham, AL

Temple D. Trueblood

Wiggins Childs Pantazis Fisher & Goldfarb LLC
Birmingham, AL

3:15 p.m. VIOLENCE IN THE WORKPLACE AND SCHOOLS

- ADA and FMLA and Warning Signs and Prevention
- Employer Required Mental Exams
- Alabama Gun Statute

John D. Saxon

John D. Saxon PC
Birmingham, AL

Arnold W. "Trip" Umbach III

Starnes Davis Florie LLP
Birmingham, AL

Carl E. Johnson Jr.

Bishop Colvin Johnson & Kent LLC
Birmingham, AL

4:15 p.m. Adjourn to Cocktail Reception

CAN'T ATTEND THE LIVE PROGRAM? JOIN IN BY WEBCAST!

If you are unable to attend the seminar in person, you also have the option of watching the program LIVE from your own computer. Webcasts count as "live credits" in Alabama, just as if the viewer was in attendance at the seminar.

WANT TO WATCH AT A LATER DATE? WATCH A WEBCAST REPLAY:

To watch the program at a later date, Webcast Replays of the program will run on Dec. 31 and Jan. 12. Hours count as on demand hours.

TO REGISTER FOR THE WEBCAST OR A REPLAY:

Go to cumberland.inreachce.com and click on either "2018 Live Webcasts" or "2018 Webcast Replays" and then click on the seminar you want to watch. Follow the on-screen instructions to complete your registration.

