

# GRAY | ROBINSON

ATTORNEYS AT LAW

## Employment and Labor Law Seminar

# WHAT IS BREWING?

Thursday, May 10, 2012  
7:45 a.m. - Noon

The Terrace Hotel  
329 East Main Street  
Lakeland, Florida 33801



### Who Should Attend

This complimentary seminar is designed for human resource professionals and other management representatives who are responsible for human resource issues.

### Date

Thursday, May 10, 2012  
7:45 a.m. - Noon

### Location

The Terrace Hotel  
329 East Main Street  
Lakeland, Florida 33801

### Complimentary Parking

The Terrace Hotel provides complimentary valet parking, which is located at the main entrance off Massachusetts Avenue. Self-parking is also available.

### How to Register

Please RSVP to  
863-284-2248 or  
[lakelandrsvp@gray-robinson.com](mailto:lakelandrsvp@gray-robinson.com)  
by Thursday, May 3, 2012.



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**7:45 a.m. Registration & Continental Breakfast**

**8:15 a.m. Welcome and Introduction of Speakers**  
*Susan T. Spradley*

**8:30 a.m. Recent National Labor Relations Act Activities Affecting Non-Union and Union Employers**  
*Susan T. Spradley*

The presenter will discuss the National Labor Relations Board's expansive view of the scope of "protected concerted activity" in the non-union workplace, particularly as it relates to employees' social media communications.

**9:30 a.m. Break**

**9:40 a.m. Misclassification of Workers: Why It's a Problem and What Employers Can Do About It**  
*Lowell J. Walters*  
*Amy L. Garrard*

The presenters will review factors considered by the IRS and DOL in determining employee classification, and how employers can protect themselves in light of the various enforcement initiatives being implemented.

**10:40 a.m. Break**

**10:50 a.m. Development and Cases of Interest: Discrimination**  
*Sarah P.L. Reiner*  
*Kristie Hatcher-Bolin*

The presenters will review discrimination law developments impacting employers, including recent case law, legislation and agency policy positions related to the ADEA, ADA accommodation issues and the use of conviction and arrest records for applicant screening.

**11:45 a.m. Q&A**

This is an open session and an opportunity for the audience to ask questions of the attorneys about any information covered in the sessions or on any other employment or benefit related topic.

**12:00 p.m. Seminar Adjourns**

**RSVP to 863-284-2248 or email  
[lakelandrsvp@gray-robinson.com](mailto:lakelandrsvp@gray-robinson.com)  
by Thursday, May 3, 2012.**