

# 2016 Annual Employment Law Seminar

WEDNESDAY, APRIL 27<sup>TH</sup>

*Chase Center on the Riverfront  
Wilmington, DE*



YOUNG CONAWAY  
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[youngconaway.com](http://youngconaway.com)



# 2016 | Annual Employment Law Seminar

# AGENDA

## MORNING

**8:00–9:00 am**

Registration & Networking Breakfast

**9:00–9:15 am**

Seminar Opening & Welcome | *Barry M. Willoughby*

**9:15–10:30 am**

No Retreat, No Surrender... Workplace altercations and other issues of course and scope in workers' compensation. | *Cassandra F. Roberts*

Find out how the Industrial Accident Board resolves matters of employee conflict and altercation, workplace stress, substance abuse and other similar scenarios in terms of what brings the behavior into the ambit of the employment. Plus a special update as to the ongoing appeal in the case of *Guardado v. Roos Foods* and how our courts have given undocumented workers an enhanced level of benefit entitlement.

**10:30–10:45 am Break**

**10:45–Noon**

Public Sector Update | *Deborah Murray-Sheppard & William W. Bowser*

This session has become a must-attend for government employers. Presenters will review the major decisions and developments in the public sector, including the important role played by PERB, the impact of binding interest arbitration, as well as developments in the months to come.

ADA/FMLA | *Margaret M. (Molly) DiBianca & Michael P. Stafford*

Technology and financial services sectors are supporting proponents of federal legislation which would require companies to extend family leave policies to all U.S. workers. In this session, our attorneys will discuss the proposed Family and Medical Insurance Leave Act and whether a one-size-fits-all mandate or flexible work arrangements best suit the needs of employers and their workforce.



## AFTERNOON

### Noon–1:00 pm

Lunch & Keynote Speaker | *Secretary of Labor, Patrice Gilliam-Johnson, Ph.D*

### 1:00–2:15 pm

Joint Employer FLSA/NLRB | *Barry M. Willoughby & Scott A. Holt*

Our attorneys will review the U.S. Department of Labor's standards for determining whether two or more businesses are joint employers and therefore, may be held jointly and severally responsible for fulfilling minimum wage, overtime and other obligations. They will also discuss the NLRB's speedy election rules which have been in place for a year – what's that mean for employers?

### 2:15–2:30 pm Break

### 2:30–3:45 pm

HR's Role in Cybersecurity | *Randy Coneby, Global Tax Management & Scott A. Holt*

Human Resources plays a pivotal role in minimizing data breaches in an organization. This session will focus on preventing cyber breaches in the hiring / termination process, protecting HR data, and responding to cyber breaches. The presentation will include a discussion from a cybersecurity consultant experienced in cybersecurity assessment and risk management.

Bumps and Bruises: Updates to Delaware Law Protecting Pregnancy and Victims of Domestic Violence | *Lauren E. M. Russell*

Delaware expanded its anti-discrimination statute to provide protections to employees who are victims of domestic violence, sexual offenses or stalking. Learn how this statute impacts employers, and how to best manage your response to an employee who is a victim of domestic violence.

We will also discuss enforcement trends with regard to Delaware's statute prohibiting discrimination on the basis of pregnancy, and requiring reasonable accommodation of pregnant employees. Employers will learn what handbook provisions may create a conflict with the statute, and how to address performance problems involving pregnant employees.

# REGISTER

**REGISTER TODAY!** The cost for this all-day seminar, including continental breakfast, lunch “with the lawyers,” and complete seminar materials, is just \$145 per person, \$125 for each additional attendee from the same organization.

*Registration is open until April 22, 2016. | No refunds for cancellations after April 22, 2016.*

**To Register And Pay Online:** Visit [www.YoungConaway.com/2016AnnualEmploymentLawSeminar/](http://www.YoungConaway.com/2016AnnualEmploymentLawSeminar/) and use the online registration and payment form.

**To Register And Pay By Mail:** Return your completed registration form and check made payable to Young Conaway Stargatt & Taylor, LLP (E.I. No. 510082644):

**Mail:** Young Conaway Stargatt & Taylor, LLP  
Rodney Square  
1000 North King Street  
Wilmington, DE 19801  
ATTN: Felicia Gojmerac

Organization \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Name of Additional Registrant: \_\_\_\_\_

Name of Additional Registrant: \_\_\_\_\_

Name of Additional Registrant: \_\_\_\_\_

**Questions?** email: Stacey Funk [sfunk@ycst.com](mailto:sfunk@ycst.com)

**NOTE:** This program has been submitted for 5.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI) and the DE SHRM (approval pending). For more information about certification or recertification, please visit the HRCI home page at [www.hrci.org](http://www.hrci.org).

This program has also been submitted for Delaware CLE (approval pending).

Attendance is by invitation only. Young Conaway Stargatt & Taylor, LLP reserves the right to deny admission to any person(s).

# DIRECTIONS



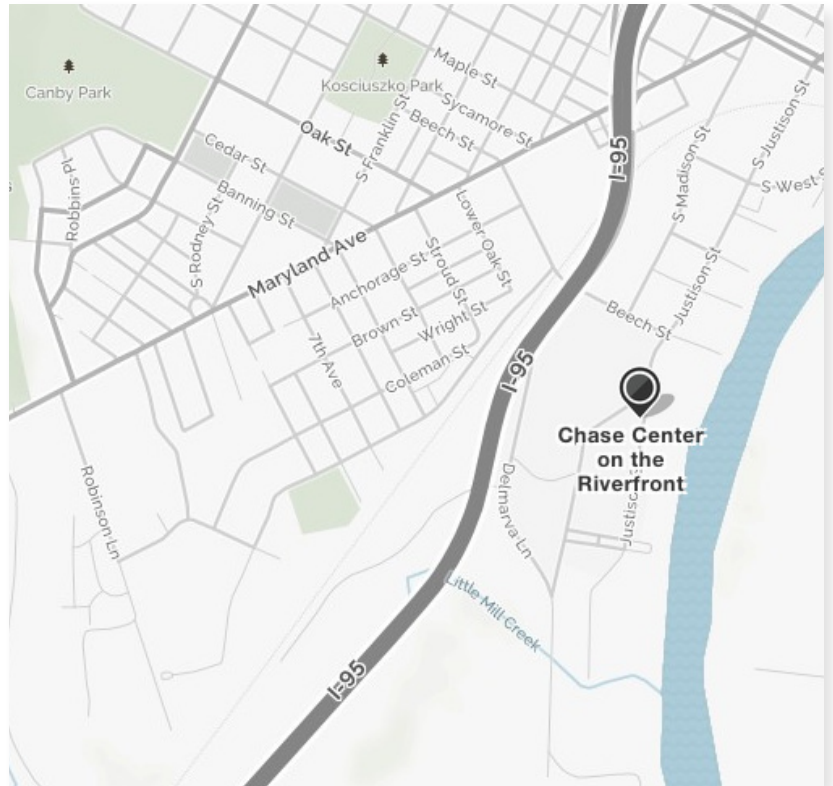
**CHASE CENTER**  
on the riverfront

## **Chase Center on the Riverfront**

815 Justison Street (formerly  
800 South Madison Street)  
Wilmington, DE 19801

[www.centerontheriverfront.com](http://www.centerontheriverfront.com)

302.425.3929



### **FROM NEW YORK/ NEW JERSEY**

Take the New Jersey Turnpike South to the Delaware Memorial Bridge. Continue through the toll plaza and stay to the left. Follow the sign that reads south to I-95 & Wilmington/Baltimore. Take I-95 N to Wilmington. Take Exit 6 in Wilmington, DE (Maryland Avenue) and turn right onto Maryland Avenue. Follow the signs to the Riverfront, turning right just before the 1st traffic light. Turn right onto South Madison Street. Turn left onto Beech Street at the light. Turn right onto Justison Street at the light.

### **FROM PHILADELPHIA NORTH**

Take I-95 South to Exit 6 in Wilmington, DE (Martin Luther King Jr. Blvd.). Turn left at the 4th traffic light onto Martin Luther King Blvd. Turn right at the 4th traffic light onto Justison Street.

### **FROM MARYLAND SOUTH**

Take I-95 North to Exit 6 in Wilmington, DE (Maryland Avenue) and turn right onto Maryland Avenue. Follow the signs to the Riverfront, turning right onto Read Street just before the 1st traffic light. Turn right onto South Madison Street. Turn left onto Beech Street at the light. Turn right onto Justison Street at the light.

### **FROM CHESTER COUNTY NORTH**

Take Route 202 south to I-95 south. Take Exit 6 in Wilmington, DE (Martin Luther King Jr. Blvd.). Turn left at the 4th traffic light onto Martin Luther King Blvd. Turn right at the 4th traffic light onto Justison Street.