

# 2017 Annual Employment Law Seminar

THURSDAY, MAY 11TH

*Chase Center on the Riverfront  
Wilmington, DE*



YOUNG CONAWAY  
STARGATT & TAYLOR, LLP

*Attorneys at Law*

Rodney Square | 1000 North King Street | Wilmington, DE 19801 | 302.571.6600

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



# 2017 | 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*

**9:15–10:15 am**

The First 100 Days Of the Trump Administration: What Our Crystal Ball Says About the Changes Ahead | *Employment Law Panel*

In the first 100 days of the Trump Administration, we've already seen actions and reactions signaling important changes in the direction of federal and state employment law. This section will focus not only on hot topics in labor and employment law but, also, on long-term legal trends in both federal and state law. This fast-paced discussion will include the U.S. Department of Labor overtime and salary initiatives; National Labor Relations Board changes; EEOC enforcement priorities; and other state-law trends.

**10:15–10:30 am Break**

**10:30–11:15 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.

**11:15–Noon**

Everything an HR Director Needs to Know About Gender, Sex, and Pregnancy (but might be afraid to ask) | *Michael P. Stafford & Lauren E.M. Russell*

In this session, you'll learn how to respond to requests for accommodations in the workplace in two rapidly evolving areas of the law: gender identity and pregnancy rights. We will also discuss the similarities and differences between these emerging issues and the more established subject of disability discrimination.





## AFTERNOON

**Noon–1:00 pm**

Lunch

**1:00–2:00 pm**

Diversity, Inclusion, Respect: Keys to a Respectful Workplace | *William W. Bowser & Molly DiBianca*

This session will discuss how implicit bias influences decisions in the workplace and how to prevent it. It also will provide practical tips for ensuring you have a truly respectful workplace. Attendees will leave the session with a fuller awareness of common traps and how to avoid them when attempting to work towards a more harmonious work environment.

**2:00–2:15 pm Break**

**2:15–3:00 pm Breakout Sessions**

Discipline & Discharge in the Private Sector | *Barry M. Willoughby & Molly DiBianca*

Discipline and discharge liability in the private sector turns primarily on avoidance of discrimination, harassment, and retaliation claims under state and federal law, avoidance of whistleblower claims under Delaware’s statute and industry-specific whistleblower claims, and avoidance of claims under Delaware multiple exceptions to the employment-at-will doctrine. During this interactive session, speakers will review with the audience the keys to effective (and defensible) discipline and discharge decisions.

Discipline & Discharge in the Public Sector | *William W. Bowser & Michael P. Stafford*

Public-sector employees have more employment rights than those in the private sector. As a result, public-sector employers must follow specific policies and procedures before disciplining or discharging public-sector employees. In addition, the U.S. Constitution requires that these employees receive “due process.” Many public-sector employees have the right to appeal any discipline and discharge to an arbitrator, a board, or panel. In this presentation, these unique challenges will be outlined, along with ways to avoid potential legal liability.

# 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.

*No refunds for cancellations after May 5, 2017.*

**To Register And Pay Online:** Visit <http://www.youngconaway.com/2017-annual-labor-and-employment-law-seminar/> 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: \_\_\_\_\_ Email: \_\_\_\_\_

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

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

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

**NOTE:** This program has been submitted for 4.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI) and the DE SHRM (approvals 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



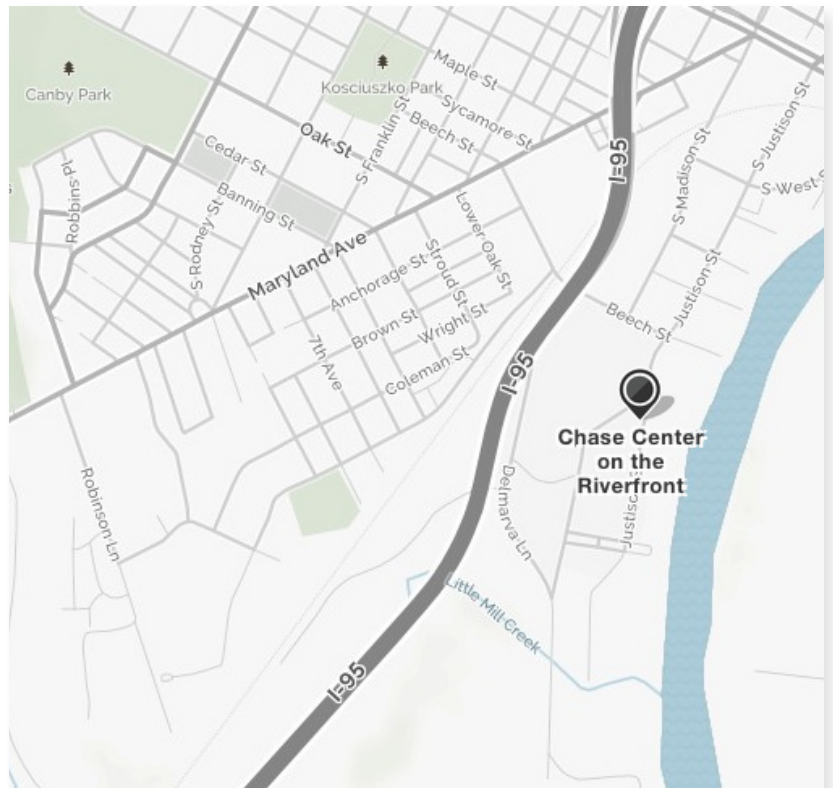
**CHASE CENTER**  
on the riverfront

## **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.