

2014 Annual Employment Law Seminar

Thursday, May 8, 2014
Chase Center at the Riverfront
Wilmington, DE



YOUNG CONAWAY
STARGATT & TAYLOR, LLP

Attorneys at Law

Morning Agenda

8:00 a.m. - 9:00 a.m.

Registration and Networking Breakfast

Interact with your peers and friends, old and new, during this one-hour networking breakfast. The speakers also will be present, so be sure to introduce yourself to any of the employment lawyers you haven't yet met!

9:00 a.m. - 9:15 a.m.

Seminar Opening and Welcome

Section Chair, Barry M. Willoughby

9:15 a.m. - 10:15 a.m.

Hot Topics In Employment Law

Speakers: *Barry M. Willoughby, William W. Bowser, Timothy J. Snyder, and Michael P. Stafford*

Panelists will discuss the issues that are keeping human-resource professionals awake at night and review current trends in employment law.

10:15 a.m. - 10:30 a.m.

Break

10:30 a.m. - 11:30 a.m.

Gender Identity Discrimination

Special Guest: *Daniel McGannon, Administrator of the Delaware Department of Labor's Office of Anti-Discrimination*

Speakers: *Michael P. Stafford and Lauren E.M. Russell*

Our speakers will discuss the multifaceted question of Gender Identity Discrimination. In 2013, Delaware added "gender identity" to the list of characteristics protected under the Delaware Discrimination in Employment Act. Both the Department of Labor and the U.S. Equal Employment Opportunity Commission view gender identity as an emerging issue in employment law, and can be expected to pursue charges of discrimination on this basis. We will discuss equal treatment of the transgender community in both the employment and educational contexts, identifying possible pitfalls and discussing best practices.

11:30 a.m. - 11:45 a.m.

Break

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

Social Media Update

Speaker: *Margaret (Molly) DiBianca*

Social media continues to be a hot-button issue for employers. Learn what issues have hit the mainstream in the past year, as well as what to look out for in the months ahead.

Afternoon Agenda

12:15 p.m. - 1:30 p.m.

Lunch and Keynote Speaker, Mary M. Tiernan

Keynote Speaker: Mary M. Tiernan, Program Analyst, EEOC, Philadelphia District Office

Host: William W. Bowser

After lunch, our Keynote Speaker, Mary M. Tiernan, will discuss EEOC initiatives and priorities for 2014.

1:30 p.m. - 1:45 p.m.

Break

1:45 p.m. - 2:30 p.m.

Breakout Session One

A. Information Security In A High-Tech World

Speakers: Barry M. Willoughby and Sara Beth Kohut

Protection of intellectual property, trade secrets, proprietary or confidential information, and other data, is crucial to the success of today's employers. This session will address how you can meet your obligations by using statutory, contractual, and other legal protections to protect your company's intellectual property and to provide data security for employee, customer, and client information.

B. PERB Update

Special Guest: Deborah Murray-Sheppard

Speaker: 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 and the impact of binding arbitration.

2:30 p.m. - 2:45 p.m.

Break

2:45 p.m. - 3:25 p.m.

Breakout Session Two

A. Guns In The Workplace

Speakers: Barry M. Willoughby and Lauren E.M. Russell

Firearms continue to be a hot button issue for both public and private employers. Join us as we discuss state and federal legal issues impacting employers' efforts to address the possession of guns in the workplace. We will also consider whether your business can benefit from a firearms policy, and best practices when you learn that an employee may be in possession of a firearm on company property.

B. Risks and Rewards of BYOD Policies

Speaker: Margaret (Molly) DiBianca

In today's online world, many employers have elected to permit (or even require) employees to use their own, personal electronic devices for work. And, although there can be benefits to these "BYOD" policies, they are not without risk. Attendees will learn what options there are and the factors to consider when deciding whether to make your workplace a BYOD-friendly environment.

Registration

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 May 1, 2014. No refunds for cancellations after May 6, 2014.

To Register And Pay Online:

Visit www.YoungConaway.com/2014AnnualEmploymentLawSeminar/ 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: elawseminars@ycst.com

NOTE: This program has been submitted for 4.25 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI home page at 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).





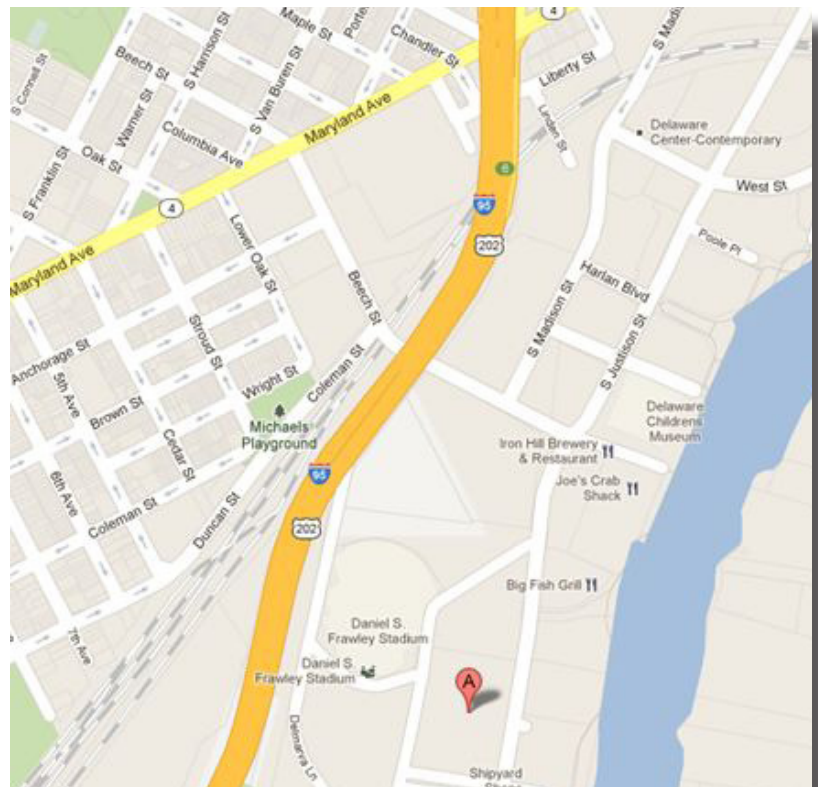
CHASE CENTER on the riverfront

Chase Center on the Riverfront

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

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.