



# YOUNG CONAWAY STARGATT & TAYLOR, LLP

*Attorneys at Law*

## **2012 ANNUAL EMPLOYMENT LAW SEMINAR**

**Wednesday, May 9, 2012  
Chase Center on the Riverfront  
Wilmington, Delaware**

# Morning Agenda

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

## Registration and Networking Breakfast

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.

## Year In Review and Annual Update

**Speakers:** *Barry M. Willoughby, Scott A. Holt, Adria B. Martinelli, Timothy J. Snyder and Lauren E. Moak*

In this session, panelists summarize the most important developments in the employment-law landscape during the past year. Critical cases, key legislation, and litigation trends are reviewed in preparation for the year ahead.

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

## Break

10:30 a.m. - 11:15 a.m.

## USERRA: Employees' Rights When Returning Home From Service

**Special Guest:** *William Kenan Torrans, Chief, Investigations, Veterans' Employment and Training Service, U.S. Department of Labor*

The coverage of USERRA is broad and the obligations it imposes are far reaching. Yet, many employers are unaware of the law's many implications. As the number of military service members returning home continues to increase, so, too, do the number of USERRA complaints received by the Department of Labor. Learn how to comply with the law now and avoid being subject to a complaint later.

11:15 a.m. - 11:30 a.m.

## Break

11:30 a.m. - 12:15 p.m.

## The Changing Face of Social Media

**Speaker:** *Margaret (Molly) DiBianca*

Employers continue to be challenged by the ever-changing issues relating to and arising from social media. This session will address some of the more nuanced trends to help you keep up with latest developments.

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

## Lunch and Employment Law Jeopardy

**Host:** *William W. Bowser*

Test your knowledge of employment law! Attendee-volunteers will have the chance to show off their skills as they work through challenging (and fun!) questions about the laws governing the workplace.

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

## Break

# Afternoon Agenda

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

## Breakout Session One

A. **NLRB In Union and Non-Union Workplaces**

**Speakers:** *Barry M. Willoughby and Margaret (Molly) DiBianca*

The National Labor Relations Board and aggressive union tactics impact the union and non-union workplaces. From a new posting requirement to the issuance of complaints for so-called "Facebook firings," the Board's activities affect every workplace. This session will help employers prepare for the road ahead.

B. **Special Topics for the Public Sector**

**Speakers:** *William W. Bowser, Michael P. Stafford and Scott A. Holt and Deborah Murray-Sheppard, Executive Director, Public Employment Relations Board*

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 arbitration, as well as likely developments in the months to come.

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

## Break

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

## Breakout Session Two

A. **Background Checks**

**Speakers:** *Adria B. Martinelli and Lauren E. Moak*

Hiring decisions are some of the most important your organization will make, which is why many employers screen potential candidates with background checks. But the EEOC is taking an increasingly strong position on the use of this tool. Learn how to avoid legal traps without abandoning external screening in hiring.

B. **Independent Contractors and OFCCP Initiatives**

**Speaker:** *Scott A. Holt and A. David Hansen*

The Department of Labor, the IRS, and state actors have joined together in the "war against misclassification." The penalties for misclassifying an employee as an independent contractor are steep—including fines and even jail time. Understand the interplay of the various government initiatives in order to avoid unwanted consequences. The OFCCP has proposed a number of new initiatives, including a requirement that federal contractors and subcontractors employ certain percentages of individuals with disabilities. Learn how these proposed changes will impact a contractor's responsibilities in the workplace.

C. **Education Law Update**

**Speakers:** *William W. Bowser, Michael P. Stafford*

During this specially designed session, learn about the trends that are affecting school districts across the State. Impasse procedures, teacher terminations, and the unique challenges posed by social-networking policies are just some of the critical topics to be discussed.

# 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. For each additional attendee from the same organization, registration is just \$125. *Register early because space is limited!*

## To Register And Pay Online:

Visit [www.YoungConaway.com/2012-employment-law-annual-seminar/](http://www.YoungConaway.com/2012-employment-law-annual-seminar/) and use the online registration and payment form.

## To Register And Pay By Mail:

*Return your completed registration form (below) and provide a check via First Class mail:*

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

### Checks should be made payable to:

Young Conaway Stargatt & Taylor, LLP (E.I. No. 510082644)

**Organization** \_\_\_\_\_

**Name** \_\_\_\_\_

**Title** \_\_\_\_\_

**Address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

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

**Email** \_\_\_\_\_

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

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

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

Registrations must be submitted and payment received by May 9, 2012. No cancellations after May 6, 2012.

**Questions? EMAIL: [elawseminars@ycst.com](mailto:elawseminars@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). 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).





## CHASE CENTER on the riverfront

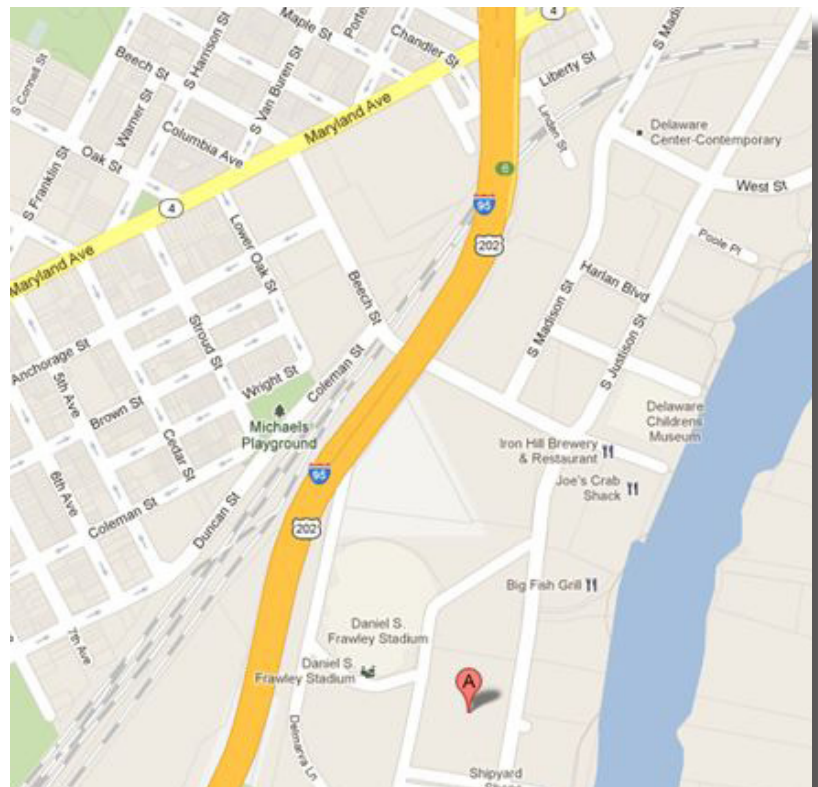


### Chase Center on the Riverfront

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.