

# 8th Annual Gainesville—Alachua County EMPLOYMENT LAW SEMINAR

Best Western  
Gateway Grand Hotel  
4200 NW 97th Blvd  
Gainesville, Florida

Wednesday, June 20, 2018  
8:00 AM—5:00 PM



## SPONSORED BY:

City of Gainesville  
Office of Equal Opportunity  
and  
Alachua County  
Equal Opportunity Office



**CONSTANGY  
BROOKS, SMITH &  
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ATTORNEYS AT LAW

## **Recent Developments in Labor and Employment Law**

*Presenter: F. Damon Kitchen, Esquire  
Constangy, Brooks, Smith & Prophete, LLP*

Every year, employers are faced with the task of changing how they do business to adapt to new laws and regulations; decisions by the National Labor Relations Board, Department of Labor, Equal Employment Opportunity Commission; and creative new legal claims by plaintiffs' attorneys. This session will review the most important new developments in labor and employment law; and will attempt to provide practical advice to employers to assist their efforts to manage their businesses in the face of these new developments.

## **Nuts and Bolts of Workers Compensation**

*Presenters: Bob Swain, Sr. Assistant County Attorney & John Carnell, Risk Manager,  
Alachua County*

This session will provide a short historical perspective on workers compensation laws, review general principles, types of benefits, other influences and government vs. non-government employers.

## **Conducting Effective Sexual Harassment Investigations in the Wake of the #MeToo Movement**

*Presenter: Stephanie Marchman, Shareholder  
Gray Robinson, Attorneys at Law*

This session will focus on the #MeToo movement, what employers should be doing before they receive a complaint, reasons for conducting internal investigations, best practices in conducting internal investigations, and actions employers should take after an investigation.

## **Regulating Social Media Activity In The Workplace**

*Presenter: Jesse Bannon, Esquire  
Constangy, Brooks, Smith & Prophete, LLP*

In this presentation, we will take a look at regulating the social media activity of employees working in the public and private sectors, including to what extent it is "safe" to prohibit employees from making disparaging statements about their employer, supervisors, co-workers, and customers on social media. We will also explore an employer's ability to take action against an employee whose social media posts, or whose activities that end up on social media, may harm the employer's public image, profits, or workplace morale.

## **Leading Through Change**

*Presenter: Laurel (Laurie) Brown, Assistant Director, UF Executive Education*

Leaders who possess the wisdom to inquire, the desire to learn, and the courage to reinvent themselves build a vibrant and learning organization that is prepared to navigate change and transition.

In this session we will discuss how leaders can use these traits and the competencies of influence and communication to help their teams successfully manage change and achieve desired results.

# Workshops/Schedule

	WORKSHOP	PRESENTER
7:30 AM— 8:00 AM	Continental Breakfast & Registration	
8:00 AM— 8:15 AM	<p>Welcome/Greetings City of Gainesville Alachua County Commission City of Gainesville Office of Equal Opportunity Alachua County Equal Opportunity Office</p>	<p>Lauren Poe, Mayor Lee Pinkoson, Chair Dr. Bridget Lee, Interim Director Jacqueline Chung, Manager</p>
8:15 AM— 9:30 AM	Recent Developments in Employment Law	F. Damon Kitchen, Esquire Constangy, Brooks, Smith & Prophete, LLP
9:30 AM— 10:45 AM	Nuts and Bolts of Workers Compensation	Bob Swain, Sr. Assistant County Attorney John Carnell, Risk Manager Alachua County
10:45 AM— 11:00AM	Break	
11:00AM— 12:15 PM	Conducting Effective Sexual Harassment Investigations in the Wake of the #MeToo Movement	Stephanie Marchman, Shareholder Gray Robinson, Attorneys at Law
12:15 PM	~Lunch~ <i>(included in registration fee)</i>	Lunch sponsored by: Gary Robinson, Attorneys at Law & Constangy, Brooks & Smith, Prophete, LLP
1:30PM— 2:45 PM	Regulating Social Media Activity InThe Workplace	Jesse Bannon, Esquire Constangy, Brooks, Smith & Prophete, LLP
2:45 PM— 3:00 PM	Break	
3:00 PM— 4:15 PM	Leading Through Change	Laurel (Laurie) Brown, Assistant Director, UF Executive Education

# Registration

## Registration Information (Please Print)

Name (First, Middle, Last)

Job Title

Company/Agency Name

Address

City State Zip Code

( ) ( )

Phone Fax

Email

### I have special dietary needs as explained below:

If you have a disability and need an accommodation in order to participate in the seminar, please contact the Alachua County Equal Opportunity Office at (352) 374-5275 at least 3 business days prior to the event. TDD users, please call (352) 374-5284 or 711 (Florida Relay Service)

### Payment Information

Check made payable to "City of Gainesville" enclosed

For Visa or MasterCard payment, please call: (352) 393-8727

**Gainesville-Alachua County  
Employment Law Seminar  
June 20, 2018**

### REGISTRATION DETAILS:

E-Mail: [els@cityofgainesville.org](mailto:els@cityofgainesville.org)

Mail: Zanorfa Lynch  
City of Gainesville, Office of  
Equal Opportunity  
P.O. Box 490, Station 52  
Gainesville, FL 32627-0490

Fax: (352) 334-2088

**Seminar Fee \$79**

**Registration Deadline:  
June 14, 2018**

**THERE WILL BE NO ONSITE REGISTRATION**

**Registration Information:  
(352) 334-5051 or (352) 374-5275**



### PLEASE NOTE:

In the event of returned checks, due to insufficient funds, you will be charged a service fee of \$25.00. If the face value of your returned check does not exceed \$50.00, \$30.00 if the face value exceeds \$50 but does not exceed \$300.00, \$40.00 if the face value exceeds \$300.00 or an amount up to five percent (5%) of the face amount of the check, whichever is greater.

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