



2019 ANNUAL LABOR & EMPLOYMENT CONFERENCE

BALCH
& BINGHAM LLP

BIRMINGHAM

September 26-27, 2019

Renaissance Birmingham Ross
Bridge Golf Resort & Spa

AGENDA

THURSDAY, SEPTEMBER 26, 2019

7:45–8:15 AM	REGISTRATION & CONTINENTAL BREAKFAST
8:15–8:55 AM	Recent Developments <ul style="list-style-type: none">• 11th Circuit Comparator Decision• 5th Circuit Sexual Orientation• DOL Opinion Letters Kelly Pate - Balch & Bingham
9:00–10:10 AM	Dealing with Off-Duty Conduct: Criminal Allegations, Alcohol and Drugs, Social Media, Domestic Violence, and Attendance Issues Doug Kauffman - Balch & Bingham Mieke Hemstreet - BBVA
10:10–10:25 AM	MORNING REFRESHMENT BREAK
10:30 AM–12:00 PM	Questioning Witnesses and Assessing Credibility in Workplace Investigations Michael Johnson - CEO, Clear Law Institute
12:00–1:00 PM	LUNCH
1:00–2:30 PM	Behavioral Testing: Eliminating Your Future Problem Employees David Morris - Morris & McDaniel
2:30–2:45 PM	AFTERNOON REFRESHMENT BREAK
2:45–3:45 PM	THURSDAY BREAKOUT WORKSHOPS - First Session <ul style="list-style-type: none">A. NLRB Update Jeff Starling - Balch & BinghamB. Managing High-Risk Exposure: Insurance Policies, Arbitration Agreements, and Jury Trial Waivers Pepper Crutcher - Balch & Bingham Eloise Rios - BXS InsuranceC. The New FLSA Regulations and Common Misclassifications of Employees Dorman Walker - Balch & Bingham



AGENDA CONTINUED

3:45–4:45 PM

THURSDAY BREAKOUT WORKSHOPS – *Second Session*

A. Telecommuting and Other Hard to Manage Work Arrangements (ADA/FMLA)

Jeff Starling & Christina Rossi - Balch & Bingham
Cinda York - Regions

B. Affordable Care Act Update

Pepper Crutcher - Balch & Bingham

C. LGBT, Religious Accommodations and the EEOC's Strategic Plan

Ashley Cannady & Robby Anderson - Balch & Bingham

FRIDAY, SEPTEMBER 27, 2019

8:00–8:25 AM

BREAKFAST BUFFET

8:30–9:30 AM

ADA Performance & Conduct Standards

Doug Kauffman - Balch & Bingham
Kristina Klein - Southern Company Services

9:35 – 10:35 AM

FRIDAY BREAKOUT WORKSHOPS

A. Non-Compete, Non-Disparagement, and No-Hire Agreements

Will Hill Tankersley, Adam Israel - Balch & Bingham
Jody Jones - Founder & CEO, PangeaTwo

B. Preventing and Handling Workplace Violence and Other OSHA Concerns

Tashwanda Pinchback Dixon - Balch & Bingham

C. Biometrics and Beyond: The Evolution of Workplace Privacy

Dorman Walker & Aria Allan - Balch & Bingham

10:35–10:50 AM

REFRESHMENT BREAK

10:50–11:50 AM

Best Practices for Performance Management and Documentation

Kelly Pate & Aria Allan - Balch & Bingham

11:50–12:00 PM

CLOSING PROGRAM & DOOR PRIZES

Kelly Pate - Balch & Bingham

