

Presents:

**2020 Proactive Workplace Solutions:
*An HR & Employment Law Seminar***

Join us for our inaugural seminar and networking event created for Southwest Florida employers seeking practical solutions to emerging workplace issues

When: Friday, January 24, 2020
8:00 A.M. – 4:30 P.M.

Where: *The Club at Grandézza*
11481 Grande Oak Boulevard
Estero, Florida 33928

***Who should attend
our seminar?***

HR professionals,
supervisors, managers,
business owners, in house
counsel

REGISTRATION

Included in Registration:

Continental breakfast
Plated lunch
Cocktail reception
SHRM/HRCI certification credits

Registration Fee:

\$75 per person, General Admission
\$50 per person, Boy Agnew Potanovic Clients

To register, email events@bapfirm.com with the following information:

- Name
- Title
- Company/Employer
- Lunch Selection
 - Grilled Sirloin with Boursin Mashed Potatoes and Grilled Asparagus
 - Herb Crusted Chicken Breast with Risotto and Sautéed Vegetables
 - Grilled Mustard Salmon with Rice Pilaf and Seasonal Vegetables
 - Stuffed Peppers with Couscous, Red Onions, and Spinach Over White Bean Puree (Vegetarian)

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AGENDA

- **8:00** **Registration Opens**
- **8:45** **Welcome**
- **9:00** **Employment Law Legislative and Case Law Update**, *presented by John Agnew and Suzanne Boy*

In this fun and interactive session, John and Suzanne will provide an update on important employment legislation and case law from 2019 and on the horizon for 2020. They will also address agency activity from the Equal Employment Opportunity Commission, Department of Labor, and National Labor Relations Board, and discuss several important bills pending in the 2020 Florida Legislative Session
- **10:15** **Networking Break**
- **10:30** **Seven HR Misconceptions Debunked**, *presented by John Potanovic*

In politics they say if you repeat a narrative enough people will believe it even if it is not accurate. While HR professionals don't engage in such deception, it can hold true – especially in this internet age – that “hearing” or “reading” information can lead to accepting it as true and accurate. John will highlight seven common HR law misconceptions, often repeated and perhaps accepted as true, to set the record straight. His presentation will explore issues from the ADA, FMLA, NLRA, FLSA and other substantive areas of interest to anyone who deals with HR law issues in the workplace.
- **11:30** **Lunch**
- **12:45** **A Fresh Look at Essential HR Practices and Policies**, *presented by Suzanne Boy and Vicki Sproat*

Solid HR practices and policies are critical for legal compliance, but it can be difficult to keep them up-to-date with seemingly ever-changing laws. In this session, Suzanne will identify key policy updates for every workplace, while Vicki will discuss how HR policies and practices impact workplace investigations. Topics will include anti-harassment policies in a #metoo era; reasonable accommodations and interactive process procedures; drug free workplace policies in light of legalized marijuana; hurricane/disaster procedures; bullying prevention; and more.
- **2:00** **Networking Break**
- **2:15** **Employment Law Tales from the Other Side**, *presented by Cora Molloy and Angeli Murthy*

Sometimes managers, and even experienced HR professionals, make mistakes that lead to employee lawsuits and happy plaintiffs' attorneys. Before joining Morgan & Morgan, Cora and Angeli practiced for years defending employers in workers' compensation and employment law cases. In this entertaining and instructive session, Cora and Angeli will use their unique perspectives to address real-world scenarios that resulted in costly employment litigation and offer up their top tips on how employers can avoid similar issues.
- **3:15** **Closing Remarks and Raffles**
- **3:30** **Cocktail Hour and First Anniversary Celebration** **ADVERTISEMENT**

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**Learn More About
Our Speakers**



Suzanne Boy, Esq.

Suzanne focuses her practice representing employers and is proud to be one of the fewer than 200 attorneys who are Board Certified by The Florida Bar in Labor & Employment Law. She is passionate about helping her clients proactively and cost-effectively resolve workplace issues. She frequently conducts workplace training sessions and wage/hour audits; she drafts handbooks and other workplace policies; and she guides clients in employment litigation and before employment agencies including the EEOC, FCHR, DOL, and NLRB. Suzanne frequently speaks to business and professional groups on various employment matters.



John Agnew, Esq.

John serves as the City Attorney of Sanibel and also has a diverse practice in other government, employment, and business matters, representing businesses, individuals, governmental entities, and special districts. His roles range from proactive counseling and document preparation in a boardroom setting, to mediations, arbitrations, and litigation in state and federal court. On the counseling side, John acts as general counsel for clients, providing advice, legal opinions, and alternative solutions to issues with the aim of maintaining compliance or otherwise resolving conflict outside of litigation. In the event litigation is desired or unavoidable, John has extensive experience in government, business, and employment disputes. John is a former President of the Lee County Bar Association and currently represents the Twentieth Judicial Circuit on The Florida Bar Board of Governors.

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John Potanovic, Esq.

John Potanovic was among the first attorneys to become Board Certified by The Florida Bar in Labor & Employment Law. He defends employers in wage/hour, discrimination, retaliation, whistleblower and harassment lawsuits, including case brought under the Title VII, the ADA, and civil rights statutes, handling such matters through the administrative process, litigation, and trial. He also handles general business matters including negotiation and drafting employment agreements, enforcement of non-compete and solicitation agreements, and contract disputes. John also handles all aspects of employment counseling, including the review of employment policy handbooks. He represents government agencies in an array of employment law and other compliance matters, including public records issues and employee grievances, and has handled many through arbitration.



Vicki Sproat, Esq.

Vicki Sproat is the founder of Sproat Workplace Investigations, an employment law firm exclusively dedicated to the responsible investigation of workplace issues. Vicki has been an attorney for over 40 years. She spent 38 years practicing at Henderson Franklin as a trial attorney and employment law counselor. She uses her decades of experience and in-depth knowledge of employment law to promptly and thoroughly investigate sensitive workplace issues, and she prepares well-documented reports that allow employers to make prompt and informed decisions that comply with the law and conform to best practices. Vicki was one of a small number of lawyers to achieve Board Certification in both civil trial and employment law, and she currently holds a AWI-CH certificate from the Association of Workplace Investigators.

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Cora Molloy, Esq.

Cora Molloy has been practicing law for over 30 years. She joined Morgan & Morgan in January 2014, after spending 17 years working as a defense lawyer representing employers and carriers at Henderson Franklin, where she chaired the Workers' Compensation Department for many years. While at Henderson Franklin, Cora litigated claims involving all types of injuries to include spinal injuries, traumatic brain injury claims, catastrophic injury claims, occupational disease claims, and heart and lung claims involving law enforcement officers and firefighters. At Morgan & Morgan, Cora now uses her broad range of legal experience and expertise to assist injured workers in securing the benefits that they are entitled to receive after they are injured on the job.



Angeli Murthy, Esq.

Angeli Murthy is a shareholder at Morgan & Morgan, where she focuses her practice on employment litigation, including lawsuits alleging violations of the Fair Labor Standards Act (failure to pay minimum wages and overtime); unlawful harassment, discrimination and retaliation in violation of federal and state law; and breaches of contracts for commissions or other earned wages. Prior to joining Morgan & Morgan in 2011, Ms. Murthy worked for over five years as a defense lawyer in the Labor and Employment Practice Group of Morgan, Lewis & Bockius, LLP, where her clients included Fortune 100 companies. At Morgan Lewis, Ms. Murthy represented employers in all types of single-plaintiff and class action employment litigation. Ms. Murthy now puts her considerable experience to use on behalf of employees whose employers have wrongly withheld wages, or have discriminated against them in violation of the law.



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