

Program Agenda: Afternoon Tailored Tracks

	ENFORCEMENT & COMPLIANCE TRACK <i>(in Grand Ballroom, 2nd Floor)</i>		NEW DEVELOPMENTS TRACK <i>(in Mt. Columbia Room, 3rd Floor)</i>
12:45 p.m.	<p>Top Ten Termination Mistakes Think getting rid of that troublesome employee will solve your company's problems? Think again. Termination missteps are amongst the most fruitful sources of litigation for plaintiffs' attorneys. This session will illustrate the careful planning and delicate execution required to solve, rather than create, employment problems through termination.</p> <p><i>Speakers: Brian Mumaugh and Brad Williams</i></p>	12:45 p.m.	<p>SOX, Retaliation, and Whistleblowing Claims What can you do with a problem employee who suddenly claims the books are being cooked, or that illegal discrimination is occurring? Those claims, even if untrue, may be protected. Sarbanes-Oxley, Title VII, and a host of other federal and state laws protect employees and so-called whistleblowers from retaliation. These claims are on the rise and employers face significant exposure when retaliation and whistleblowing claims go to trial. Learn how to address these difficult situations so that you can avoid a retaliation claim before it is filed.</p> <p><i>Speakers: Christina Gomez and Mark Wiletsky</i></p>
1:30 p.m.	<p>Making Sense of Overtime and Exempt Status Individual and class actions for unpaid overtime continue to plague companies. Long-standing practices are being challenged and highly compensated employees are challenging their status as overtime-exempt. This session will cover everything from the basics to advanced wage and hour issues.</p> <p><i>Speakers: Jude Biggs and Joe Neguse</i></p>	1:30 p.m.	<p>The Straight Dope on Medical Marijuana in Colorado As of November 2009, there were over 30,000 medical marijuana cardholders in Colorado. Since then, the state has received an average of 400 applications per day. Think you don't have a medical marijuana cardholder in your workforce? Think again. This session explores the myths surrounding accommodating medical marijuana in the workplace, discusses recent case law on the issue, and addresses drug testing employees who are registered medical marijuana users.</p> <p><i>Speakers: Tobie Hazard and Emily Hobbs-Wright</i></p>
2:15 p.m.	Break	2:15 p.m.	Break
2:30 p.m.	<p>How to Successfully Handle Government-Led Investigations Numerous factors have led to an increased wave of discrimination charges and administrative agency investigations and as a result, employers are increasingly finding themselves in the cross-hairs. Please join us for a discussion on employer rights and responsibilities in handling government-led investigations, including what to expect, how to navigate successfully through the various scenarios, and how to respond appropriately.</p> <p><i>Speakers: Anthony Hall and Dora Lane</i></p>	2:30 p.m.	<p>A Bright New Day for the ADA? OR Is Everyone Disabled Under the New ADA? Under the ADAAA, the term "disability" refers to: a physical or mental impairment that substantially limits one or more major life activities of an individual, a record of such an impairment, or an individual regarded as having such an impairment. Does this mean everyone is disabled? It's been a year since the ADA amendments passed. How are the courts interpreting the new broader definition of disability and other changes to the Act? This session will discuss these changes and give a practical approach to future ADA-based litigation.</p> <p><i>Speakers: Dean Bennett and Scott Randolph</i></p>
3:15 p.m.	<p>Avoiding the Pitfalls of Internal Investigations Investigations are all about learning the facts you need to make the right decisions. But to the employee who has been fired (and his lawyer), scrutiny of the investigation can present an opportunity to divert attention from the merits of the decision while arguing that it "just wasn't fair." We will review the most common pitfalls that trip up an investigation and give your ex-employees something to really complain about.</p> <p><i>Speakers: Brad Cave and Joanna Vilos</i></p>	3:15 p.m.	<p>Walking the Fine Line of Social Media You need to know what your employees and potential employees are doing on the Internet. A personal blog can subject an employer to liability and a Facebook page can raise red flags. Companies are expected to be aware of it all. This session will discuss new FTC regulations and other legal developments resulting from the explosive growth of social media and the internet.</p> <p><i>Speakers: Michael Carrigan and Ian O'Neill</i></p>
4:00 p.m.	Adjourn	4:00 p.m.	Adjourn