



LEHR MIDDLEBROOKS  
VREELAND & THOMPSON, P.C.

MCWANE SCIENCE CENTER  
BIRMINGHAM, ALABAMA  
NOVEMBER 15 8:45AM TO 3:30PM

### **AGENDA**

**8:45am - 9:00am: Welcome - Richard I. Lehr**

**9:00am - 10:30am: Hot Employment Issues**

Our panel reviews trending and novel issues and approaches in employment law, including:

- Just Leave: when an employee's intermittent leave impacts their performance of essential job functions.
- Office Campaigns: managing employee political and public activities.
- Historical Inquiries: salary history, credit history, criminal history, and medical history.
- Personal Information Technology: an employer's right to control smartphones and social media.
- Predictive Scheduling: trends, claims, and employer rights.
- Guarding Your Assets: confidentiality, non-compete, non-disclosure, and non-raiding agreements.
- Wage Gap: fact, fiction, and fixes.
- Affirmative Nondiscrimination: recognizing and remedying unconscious bias, microaggressions, and coded language.

Presenters: Al Vreeland, Whitney Brown, and Claire Martin

**10:30am - 10:45am: Break for Questions and Discussion**

**10:45am - 11:15am: The Results Are In**

Now that the votes have been counted, what do the national and state election results mean for employers and the next two years of the Trump administration?

Guest Speakers: Rick Brown, Chief Executive Officer, Alabama Retail Association; George Clark, Chief Executive Officer, Manufacture Alabama.

*Mr. Brown and Mr. Clark are nationally recognized for their leadership in manufacturing and retail and the creative approaches they take to create a more favorable climate for their members.*

**11:15am - 12:00pm: The Doctor Is In**

How employers can identify and respond to actual and potential employee mental health issues.

Guest speaker: Lee I. Ascherman, M.D., M.P.H.

*Dr. Ascherman is Vice Chair for Education and a Professor at the University of Alabama at Birmingham Department of Psychiatry and Neurology and is also a member-scientist for the Center of the Study of Community Health in the School of Public Health at the University of Alabama at Birmingham. Dr. Ascherman's practice includes consulting school systems and public sector employers nationally regarding employee and employee family member mental health issues.*

### **12:00pm - 1:00pm: Bargaining Over Lunch**

Millennials and first-generation immigrants are helping labor to increase membership. What are labor's approaches and targets? How labor will "hit the streets" to push its agenda.

Presenter: Richard I. Lehr

*Complimentary lunch will be served at this time.*

### **1:00pm - 1:45pm: Opposition Research**

#MeToo, #TimesUp, and how employers enhance my practice in representing individuals.

Guest speaker: Kira Fonteneau, Esq.

Moderator: David J. Middlebrooks

*Ms. Fonteneau is with the Birmingham-based law firm of Fonteneau & Arnold, LLC. Originally from Detroit, Ms. Fonteneau spent several years fulfilling management roles with Wachovia Bank, and then began her legal career on the defense side. Ms. Fonteneau subsequently started her own firm representing individuals, with great success in trying cases to juries in state and federal court. Ms. Fonteneau has been a regular guest on television and radio addressing employee workplace rights. She has been a member of Leadership Birmingham and is recognized as a Rising Star by Super Lawyers and by B-Metro as one of the top women attorneys in our region.*

### **1:45pm - 2:15pm: In, Out, or On the Fence?**

Immigration compliance and strategy in these times of great uncertainty.

Presenter: Michael L. Thompson

### **2:15pm - 2:30pm: Break for Questions and Discussion**

### **2:30pm - 3:15pm: On the Clock**

A discussion of missteps, misclassifications, misrepresentations, and how to avoid them, at least when it comes to Wage and Hour compliance.

- Exempt, non-exempt, or both?
- Inclusion of bonuses, incentives, shift differentials, and prizes for overtime compensation.
- Lawful deductions from exempt and non-exempt employee pay.
- Terminated employees paid on commission: does the income stream continue?
- Employees working at multiple jobs for the same employer.
- Employees who work remotely.

Presenter: Al L. Vreeland

### **3:15pm - 3:30pm: Questions and Discussion.**

## HOTEL RESERVATIONS

A block of rooms has been reserved at the historic Elyton Hotel, just one block away from the meeting area. A special rate for LMVT program participants of \$224 is available until October 3, 2018. In order to make use of this rate, please call 205-731-3600 to make reservations at the Elyton Hotel and give them with our firm's name and the reference number of M-BHP9JY1.



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