

SPEAKING ENGAGEMENTS

Labor And Employment Legal Updates

DATE

October 17, 2018
Registration: 1:30 p.m.
(Eastern) Program: 2:00 -
4:00 p.m. Reception to
follow on sixth floor

LOCATION

Barnes & Thornburg
888 S. Harrison Street Ash
Brokerage - 9th Fl.
Fort Wayne, IN 46802

SPEAKERS



**Kathleen M.
Anderson**
Partner



Jason T. Clagg
Partner



Mark S. Kittaka
Partner

Drugs in the Workplace: The Intersection of Safety, Reasonable Accommodation, and Common Sense

Certain drugs have been legalized in particular states and/or for specified purposes, and a number of states have limited employers' ability to test for illegal drugs and/or controlled substances. Against this backdrop, employers have an obligation to maintain a safe work environment and to reasonably accommodate employees with disabilities. Further, employers with multiple facilities prefer consistent enforcement strategies regardless of geography. Kathleen Anderson will address the challenges posed by these various considerations, hosting a dialogue regarding current best practices and issues to watch.

How to Harness the Good of Social Media in the Hiring Process While Avoiding the Legal Landmines

Social Media is everywhere – even places you'd rather it not be. From reviewing candidates' profiles in the hiring process to maintaining your confidential information to employees behaving badly, the use of social media by business owners, hiring managers, and human resources professionals is becoming standard practice in the employment world. And while there's a lot you can learn along the way, there are also legal pitfalls that can be costly to your bottom line. In this interactive session, Adam will help you understand how you should – and shouldn't – use social media as part of your work. You'll leave with clear guidelines that will allow you to hire better quality candidates and retain good employees while protecting your company.

What Supervisors Need to Know in the Current #MeToo Environment

Given the recent resurgence of harassment claims – both in court and in the

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media – Jason will revisit the traditional legal framework before exploring new developments and novel claims. Notably, Jason will explain changes in the law regarding sexual orientation and transgender status and suggest best practices for how to prevent and address claims of harassment in general.

DOL Update: Recent FLSA and FMLA Developments

Mark Kittaka will discuss recent DOL developments covering FLSA wage and hour and FMLA issues. Topics will include the status of the white collar overtime regulations on minimum salary, unpaid internships, independent contractors, joint employer issues, and travel time, as well as FMLA issues related to organ donation and no-fault attendance policies.

Join us for a conversation and highly informative session to gain tips on reducing risks by finding ways to achieve a drug and alcohol-free workplace.

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