

Invitation to F&P's Complimentary Labor & Employment Seminar

Agenda:

12:00-12:30pm: Registration

12:30-4:30pm Welcome and Sessions

Taking a Hit - New OSHA Regulations Require Drug Testing Rewrite - New regulations went into effect on November 1, 2016 that address drug testing policies, reporting and retaliation claims. Do your policies make the cut? Don't get burned!

The Expansion of Gender Discrimination - In recent years, the EEOC has been active in pressing forward with its agenda. This year was no different. The definition of gender discrimination has been greatly expanded and employers must ensure that their anti-discrimination policies are up to date with the changing times. Learn about new EEOC enforcement initiatives, so called "bathroom bills," and best practices to avoid being a target.

Understand the DOL or Risk Being SOL - Be forewarned and forearmed - the expansion of overtime is upon us. Learn about the recent DOL overtime regulations, their current status and ways to avoid overtime liability and the threat of class actions.

High Times in Maryland - As Maryland follows much of the country's lead and becomes a "green state," employers and their insurance carriers need be cognizant of the implications of the proliferation of medical marijuana in Maryland. Aside from the obvious social, cultural and other issues, there exists real conflict between state and federal law, impacting a variety of employment laws, including workers' compensation, disability and discipline/termination laws. In this session, get a better understanding of where the law is today and where it is headed as well. Walk away with practical tips to help minimize the exposure to your company.

Jeopardy - Join us for a fast-paced look at cases, statutes and regulations from the past year as F&P presents its version of the iconic game show. Come away with a better understanding of the current legal landscape and how it impacts your workplace.

4:30-6:00pm Cocktail Reception

**FRANKLIN &
PROKOPIK**
A PROFESSIONAL CORPORATION
ATTORNEYS AT LAW

Date: November 8, 2016

Time: 12:00 - 6:00pm

Location: Turf Valley
2700 Turf Valley Road
Ellicott City, MD 21042

RSVP by November 1, 2016:
-online at www.fandpnet.com



Contact Lauren Murphy with questions
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