



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

Agenda:

12:00-12:30pm: Registration

12:30-4:30pm Welcome and Sessions

The “Hits” Keep Coming: The Latest on Workplace Weed - As medical marijuana has finally blossomed in Maryland, be on guard for the associated workplace hazards, including workplace accommodation and workers' compensation. Recently, caselaw has sprouted up that poses even more risks to employers trying to navigate the issues involving drug testing and discipline for violations of drug-free policies. This session will provide the latest checklist of do's and don'ts when it comes to medical marijuana at work. - *Bert Randall*

Employment Law in the Age of Trump - The reversal of Obama-era labor policies has sent federal agencies “back to the drawing board.” This session will review the Trump Administration's impact on the employment law landscape in 2017. We will examine how these changes are likely to impact your organization, including high profile issues such as FLSA white-collar exemptions, DOL overtime regulations, paid leave and LGBT protections. - *Tamara Goorevitz & Katelyn Vu*

Disciplining/Terminating Based upon Political Extremist Views/Actions - In today's divisive political landscape, the expression of political views by employees both in and out of the workplace has created problems for employers. It is critical in this environment for employers to know where to draw the line with extremist talk and activity, when that line has been crossed, and the ramifications of various responses that an employer may take to maintain a unified and productive workforce. This session will discuss the latest case law, provide examples of how this issue has come up recently, and discuss effective strategies for minimizing risk when dealing with an emotionally charged topic.
- *Antonio Troese & Sarah Lemmert*

Work Place Investigations - Workplace investigations are, unfortunately, becoming a common part of running a business. An investigation might be triggered by anything from allegations of sexual harassment or other misconduct, to civil litigation by current or former employees, or criminal charges against an employee. This presentation will address conducting and documenting the investigation properly, to protect your business while complying with your duty and minimizing the disruption of day-to-day operations. - *Michael Lentz*

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 show. Come away with a better understanding of the current legal landscape and how it impacts your workplace.
- *Bert Randall & Sarah Lemmert*

4:30-6:00pm Cocktail Reception

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Date: November 7, 2017

Time: 12:00 - 6:00pm

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

RSVP by November 1, 2017:
-online at www.fandpnet.com

Contact:
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Credits:
Approved for 3.75
HRCI and SHRM Credits

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