



Employment Law Update

December 12, 2019

Hyatt Regency | Wynfrey Hotel
Birmingham, Alabama

6 CLE hours, including 1 hour of ethics

HIGHLIGHTS:

Learn About Implicit Bias in the Workplace: Definition, Examples and Impact

Implicit Bias and Its Role in the Courts and in Juror Decision Making

Analysis of Employment Discrimination Claims Summarily Adjudicated
Upon Defendant's Motion for Summary Judgment in the Northern
District of Alabama

Employment Rules on Tips, Overtime, Joint Employment, and Drug
Testing to Receive Unemployment Benefits

How Prescription Drug Use by Employees Can Tangle with the ADA,
Workers' Comp and Other Non-Discrimination Laws

Samford University

Cumberland School of Law

Continuing Legal Education

800 Lakeshore Drive

Birmingham, AL 35229

Agenda

Mac B. Greaves, Co-chair
John D. Saxon, Co-chair

8:00 a.m. Check-in

8:30 a.m. **Employment Law Update 2019**

- Equal Pay Act
- Joint Employer Rules
- Wage and Hour Issues, Tips

Charles E. Guerrier
Haynes & Haynes PC, Birmingham

9:30 a.m. Break

9:45 a.m. **Implicit Bias in Employment Law**

- Employment Discrimination Claims Dismissed on Defendants Motion for Summary Judgment in the Northern District of Alabama
- Discriminating Algorithms
- Courts, Jurors and Implicit Bias
- In the Workplace

Amanda Farahany
Barrett & Farahany LLP, Atlanta

10:45 a.m. **A View from the Bench**

Hon. Liles C. Burke
Northern District of Alabama
Birmingham

Hon. Gray M. Borden
U.S. Magistrate Judge, Northern District of Alabama, Birmingham

Hon. R. David Proctor
Northern District of Alabama
Birmingham

Albert L. Vreeland, *Moderator*
Lehr Middlebrooks Vreeland & Thompson, Birmingham

11:45 a.m. Lunch on your own

12:45 p.m. **The ADA and Workers' Comp and Legally Prescribed Drugs**

Robert Lockwood
Wilmer & Lee PA, Huntsville

Ashley R. Rhea
Rhea Law LLC, Birmingham

1:45 p.m. Break

2:00 p.m. **From Bullying to Sexual Harassment to Violence**

- Millennials in the Workplace
- Social Touching
- Levels of Harassment

Jenna M. Bedsole
Baker Donelson, Birmingham

Alicia K. Haynes
Haynes & Haynes PC, Birmingham

3:00 p.m. **Ethics in the 21st Century**

- Mediation and Settlement
- ESI
- Surveillance
- Goodbye Forever Terms

Hon. John C. Carroll
Cumberland School of Law
Birmingham

Robert S. Ellerbrock III
Ogletree Deakins, Birmingham

Roman A. Shaul
Alabama State Bar, Montgomery

M. Jefferson Starling III, *Moderator*
Balch & Bingham LLP, Birmingham

3:45 p.m. **Adjourn**

Registration

December 12, 2019 - Employment Law

- o \$329 Advance Registration (Includes code to download and print course materials 48 hours prior to the seminar)
- o \$349 Late Registration (after Dec. 8, code to download course materials)
- o \$50 I cannot attend. Send course materials.

Mr./Ms. _____
Circle First Middle Last

Alabama State Bar ID # (required) _____

Firm/Agency _____

Address _____

City _____ State _____ Zip _____

Email (required) _____

Phone _____

Cumberland School of Law Alumni Yes No

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Signature _____

Cancellations and refunds: Prepaid registration fees will be refunded up to 48 hours before the beginning of the seminar.

Venue: Hyatt Regency/Wynfrey Hotel - 1000 Galleria Circle, Birmingham, AL 35244