

LABOR & EMPLOYMENT LAW SYMPOSIUM **NEW FALL LINEUP**

8:30 - 9:00 am	Breakfast, Registration & Welcome Pat Gavin
9:00 - 9:30 am	<i>Extreme Makeover: Our Aging Workforce—How to Minimize Risks and Create Opportunity</i> John Phillips
9:30 - 10:15 am	When One Employer is Not Enough—Joint Employment and Contingent Workers Jack Yates
10:15 - 10:30 am	Break
10:30 - 11:00 am	Friday Night Movie: <i>A Long Day's Journey into Night</i> —Does the Compensable Workday Ever End? Deena Jenab
11:00 - 11:45 am	Lost: Navigating Your Way Through New Terrain—An Update on the FMLA, ADA, and GINA Kim Jones
11:45 am - 12:45 pm	Lunch
12:45 - 1:00 pm	Break
1:00 - 1:45 pm	BREAKOUT SESSION 1: A Fair and Balanced Approach to Affirmative Action and EEO-1 Forms in 2008 and Beyond Jerry Rodríguez & Molly Kurt
	BREAKOUT SESSION 2: <i>Law & (Dis)Order</i> —Updates in Immigration Compliance & Sponsorship Tony Weigel
	BREAKOUT SESSION 3: New House Rules for Traditional Labor Law Terry Potter
1:45 - 2:30 pm	Be the Survivor of Third Party Harassers and Consensual Relationships in the Workplace Julianne Popper Story & Paul Pautler
2:30 - 2:45 pm	Break
2:45 - 3:15 pm	HBS After Work Special: Employee Blogging and Other Off-Duty Conduct Jeff Hanslick & Christi Hilker
3:15 - 4:00 pm	<i>Real World: Workplace</i> —Achieving and Maintaining A Diverse Workforce Amy Fowler & Patrice Brown

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Patrice M. Brown

Patrice, a partner in the Labor & Employment department, joined the firm after serving as director of employee relations at Hill's Pet Nutrition in Topeka, Kan., where she was responsible for the company's compliance with EEO and labor laws and for resolving complex employee relations issues. She also handled the defense and resolution of third-party and employee injury cases as associate general counsel for Kansas City Southern Railroad from 2003 to 2006.

Amy M. Fowler

As a partner in the Labor & Employment department, Amy counsels employers in all aspects of employment and workplace related issues. She is an experienced litigator and has significant experience handling employment disputes at the pre-trial, trial and appellate phases. Amy has successfully represented employers in class action claims of discrimination and for unpaid wages in California and Washington on behalf of employers with facilities nationwide.

Patrick Gavin

Pat has experience as lead counsel, successfully representing employers in administrative proceedings, litigation, jury trials, collective actions, arbitration, mediation, and appeals of matters involving discrimination, harassment or retaliation based on sex, race, religion, national origin, age, disability, military status, and claims under the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act, non-compete and other employment agreements. Pat also proactively counsels clients regarding a variety of employment issues ranging from hiring to discharge, including employment policies and handbooks, wage, hour, and overtime exemptions and compliance, drug testing, non-solicitation and severance agreements, executive employment contracts, employee privacy, workplace violence, the FMLA, the Americans With Disabilities Act, the Uniformed Services Employment and Reemployment Rights Act, the WARN Act, the National Labor Relations Act, union avoidance, and state laws across the country.

Jeffrey D. Hanslick

As a partner in the firm's Labor & Employment Department since 1996, Jeff has experience as lead trial counsel in both federal and state court and as lead arbitration counsel (both as an alternative to trial and in the traditional labor context). Jeff's litigation experience ranges from routine discrimination claims to complex, nationwide wage and hour class actions. A cum laude graduate of Northwestern University School of Law, Jeff has been with the firm since 1996.

Christi J. Hilker

Christi joined the firm's Labor & Employment department in 2004. Christi's practice primarily involves counseling management on employment law issues and defending employers sued in employment related lawsuits brought in federal and state courts. In the last 18 months, Christi has focused her practice on complex employment litigation, serving as one of two lead associates on the firm's collective action cases.

Deena B. Jenab

Deena, a partner in the Labor & Employment department, joined the firm's Kansas City Plaza office as of counsel in 2005, after practicing for 16 years with two other firms. She brought with her extensive litigation experience as well as her expertise in counseling clients in management and non-management human resources matters, including general employment law principles, harassment, ADA/FMLA, interviewing and management skills. Deena has successfully defended employers with agency charges and state/federal court lawsuits on matters involving discrimination, harassment, retaliation, FMLA, wage/hour, and employment contracts.

Kimberly A. Jones

As a partner in the Labor & Employment department, Kim has developed a nationwide practice, successfully defending clients in class and collective actions as well as individual and multi-party discrimination, harassment, and retaliation claims. Kim's practical approach to resolving employment cases, whether through early mediation, summary judgment, or obtaining a defense verdict at trial, is complimented by her commitment to counseling clients through the most complex employee relations issues before they turn into costly claims. Recognized as a *Missouri/Kansas Super Lawyers®*, Kim has trained employees across the country on Title VII, ADA, FMLA, Sarbanes-Oxley, and HIPAA compliance issues. Last year, Kim was recognized as one of Missouri's "Up & Coming Lawyers" by *Missouri Lawyers Weekly*.

Hillary L. Klein

As a partner in the Labor & Employment department, Hillary represents management in the defense of claims regarding alleged discrimination, harassment, and retaliation. Hillary has advised clients in all phases of employment disputes, from administrative proceedings through litigation. She also counsels clients on a variety of employee relation issues. In law school, Hillary studied for a semester at the University of Limerick in Ireland. She has also served as an active lobbyist before the Kansas Legislature. Hillary acted as the attorney coordinator for the 2008 Labor & Employment Law Symposium.

Molly E. Kurt

As a member of Husch Blackwell Sanders' Labor & Employment department, Molly has successfully litigated cases alleging discrimination and retaliation under both state and federal law. She has negotiated collective bargaining agreements for both private and public sector employers and has guided her clients in the development of successful union avoidance strategies. Molly has also guided her clients in audits and compliance checks by the Office of Federal Contract Compliance Programs (OFCCP). Molly is a frequent speaker and trainer on human resource issues.

Paul F. Pautler, Jr.

As Chair of Husch Blackwell Sanders' Labor & Employment Department, Paul built his practice as a trial attorney representing management clients in class/collective actions, complex employment lawsuits and arbitration proceedings. Recognized as "Best of the Bar" by the *Kansas City Business Journal*, and as a *Kansas/Missouri Super Lawyers®*, Paul has grown a national employment litigation and consulting practice, representing clients in more than 20 jurisdictions throughout the country. An accomplished trial lawyer, he has successfully resolved cases through summary judgment, favorable early settlement and defense verdicts at trial. Paul is also a frequent speaker and trainer to business and professional organizations on employment responsibilities and employee relations strategies.

John R. Phillips

As a senior attorney in labor and employment as well as alternative dispute resolution, John counsels boards of directors, general counsels and CEOs as well as human resource executives on employment matters and traditional labor relations on behalf of management. He has successfully defended Midwest companies on a national basis in class and collective actions as well as individual discrimination cases, governmental and regulatory actions, and has a depth of experience in collective bargaining negotiations and matters involving the NLRB. He is a Fellow in the American College of Trial Lawyers, the College of Labor and Employment Lawyers and the International Academy of Mediators. John has been listed in *The Best Lawyers of America* for over a decade in Labor and Employment.

Julianne Popper Story

Julianne has considerable litigation and trial experience in the area of employment law. As a partner in the Labor and Employment Department, Julianne advises clients on numerous employment-related matters including policy development, enforcement of non-competition agreements, discrimination issues, and concerns relating to the Family and Medical Leave Act and state and federal wage and hour laws. Julianne has successfully defended employers in employment discrimination charges at local, state, and federal agency levels. She has also successfully defended employers in employment and employment-related litigation in both state and federal court.

Terry L. Potter

Terry is a partner in the firm's Labor & Employment and Construction & Design-Construction Departments. Terry has advised employers regarding numerous regulatory issues: wage and hour laws, restrictive covenant agreements, worker safety issues and public policy discharge matters, as well as represented employers in employment discrimination matters before the Equal Employment Opportunity Commission. After beginning his legal career with the National Labor Relations Board, Terry has focused his labor and employment practice on employee issues and litigation, in addition to emphasis on traditional labor relations. He is highly regarded for his leadership and experience in collective bargaining strategies and negotiations, techniques for union avoidance, and successes before the National Labor Relations Board and the labor relations boards at the state level.

Gerard K. Rodríguez

Jerry's litigation experience is largely concentrated on trade secret, unfair business competition, and restrictive covenant enforcement on a national basis. In addition, Jerry regularly advises and defends employers in state and federal courts and administrative agencies in all forms of employment disputes and arbitrations. In addition to his trial and arbitration practice, Jerry has extensive experience successfully defending employers in comprehensive employment compliance audits, including both DOL wage and hour and OFCCP affirmative action compliance audits and investigations, among others. As a result, Jerry has also developed and provided comprehensive training to employers, executives, and supervisors on a full range of employment matters.

Anthony E. Weigel

Tony joined the firm's Labor & Employment Department in 2007. His practice focuses on representing employers and individuals in employment-related immigration sponsorship matters and in issues relating to employer compliance with U.S. immigration laws. Tony has authored many articles and has been a guest speaker on immigration law. Tony earned his J.D. from the University of Missouri at Kansas City in 2003 and was a Harry L. Browne Labor & Employment Law Memorial Scholar.

John J. Yates

Jack focuses on the representation of private and public employers in labor and employment matters, including both client counseling and litigation. His experience covers the full range of employment practice including employment discrimination (race, age, sex, sexual harassment, national origin, religion, and disabilities) as well as claims brought under OSHA, ERISA, WARN, RICO, FMLA and the FLSA. Jack has represented employers in individual, multi-plaintiff, class action, and collective action cases. He taught employment discrimination law at the University of Missouri-Kansas City Law School for 22 years. He is a Fellow of the American College of Labor and Employment Lawyers and was voted *Missouri & Kansas Super Lawyer®* in the area of Employment & Labor law (2005-2007).