

AGENDA

8:00am-8:45am	Breakfast & Registration
8:45am-9:00am	Opening Remarks and Introductions <i>John Phillips, Husch Blackwell Sanders</i>
9:00am-9:30am	What's Coming Down the Pike? The Obama Administration's Legislative Agenda and the Supreme Court's Fall Term <i>Jeff Hanslick, Husch Blackwell Sanders</i>
9:30am-10:15am	Another Byproduct of the Economic Fallout – Broader Whistleblower Protections for Employees <i>Amy Fowler, Husch Blackwell Sanders</i>
10:15am-10:30am	Break
10:30am-11:45am	FMLA/ADAA: Managing Leaves of Absence and Accommodation Obligations in an Era of Declining Resources <i>Deena Jenab & Kim Jones, Husch Blackwell Sanders</i>
11:45am-12:30pm	Lunch
12:30pm-1:30pm	The Lilly Ledbetter Act and Ramifications for Employer Pay Practices <i>Dr. Janet Thornton, ERS Group</i>
1:30pm-2:15pm	BREAKOUT SESSIONS Labor Law Updates: How Will the New Administration Impact the Workplace? - <i>Terry Potter, Husch Blackwell Sanders</i> Immigration Law Updates: Coping with Compliance and Sponsorship Challenges - <i>Tony Weigel, Husch Blackwell Sanders</i> Genes and Germs: What HR Professionals Need to Know About Genetic Testing (GINA) and a Probable H1N1 Influenza Epidemic - <i>Jack Yates, Husch Blackwell Sanders</i> Is Affirmative Action at OFCCP Expanding or Contracting? The Ricci Case, Hospitals, and Stimulus Money Recipients <i>Molly Kurt, Husch Blackwell Sanders</i>
2:15pm-2:30pm	Break
2:30pm-3:15pm	Don't Pay Cash for Clunkers: Reducing Legal Risk During Reductions in Force <i>Pat Gavin, Husch Blackwell Sanders</i>
3:15pm-4:00pm	Legal Considerations of Pre-Employment Screenings and Post-Employment References in the Age of Online Social Networking <i>Julianne Popper Story & Christi Hilker Vaglio, Husch Blackwell Sanders</i>



ABOUT THE SPEAKERS

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 M. 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, 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

Jeff practices both labor and employment and business litigation law. He has helped employers manage their employees through an increasingly regulated workplace and has successfully defended employers in all types of employment disputes, including nationwide class actions. Jeff is also a frequent speaker and author on labor and employment topics. In his business litigation practice, Jeff has successfully protected trade secrets, enforced restrictive covenants, and represented companies in a variety of commercial disputes in state and federal court and in arbitration.

Deena B. Jenab

A partner in the Labor & Employment department, Deena joined the firm's Kansas City office 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. Kim has trained employees across the country on Title VII, ADA, FMLA, Sarbanes-Oxley and HIPAA compliance issues.

Molly E. Kurt

As a member of the firm's Labor & Employment department, Molly has successfully represented her clients through numerous audits by the OFCCP, and successfully defended allegations of hiring and compensation discrimination. 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. She has also litigated cases alleging discrimination and retaliation under both state and federal law. Molly is a frequent speaker and trainer on human resource issues.

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 Midwestern 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.

Julianne Popper Story

Julianne has considerable litigation and trial experience in the area of employment law. As a partner in the Labor & 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.

Janet Thornton, Ph.D.

Janet Thornton, Ph.D., joined ERS Group in 1986 and is a Director focusing on labor and employment issues. Her litigation support work includes statistical analysis of employment practices and investigation of wage and hour issues. She also estimates the value of alleged economic losses resulting from a variety of events. She has testified as an expert witness in numerous cases in federal court and other judicial settings. She has prepared economic and statistical analysis involving allegations of gender, race, ethnicity and age discrimination in a variety of employment practices including selection (hiring, initial placement and promotion), termination and compensation, as well as Fair Labor Standards Act compliance. Dr. Thornton has prepared analyses for employers both proactively and in response to litigation and OFCCP audits. Her expertise in the analysis of lending practices has led her to design monitoring software specifically tailored to meet her clients' needs. Dr. Thornton has been an adjunct professor of quantitative methods and statistics at Florida State University. She has also published in the Journal of Legal Economics and the Journal of Forensic Economics, and co-authored a chapter in the anthology Development in Litigation Economics. She is a frequent presenter at ERS Group seminars, Industry Liaison Groups and client seminars. Dr. Thornton received her doctoral and master's degrees in economics from Florida State University.

Christi Hilker Vaglio

Christi joined the firm in 2004 after practicing in-house for three years. As a partner, Christi counsels employers in numerous areas, including policy development and enforcement, federal and state-by-state discrimination and retaliation issues, the Family Medical Leave Act, wage and hour issues, and restrictive covenants. Christi has significant litigation experience, and she has successfully defended employers in individual plaintiff, multi-plaintiff, and nationwide collective action cases filed in state and federal court. Christi has also successfully represented employers at the state and federal agency level.

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.

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 College of Labor and Employment Lawyers.