

Approved by SHRM for 5.75 PDCs and
HRCI for 5.75 Recertification Credit Hours (General)

REGISTRATION FORM

There is a \$50 registration fee per person,
which includes a continental breakfast, plated lunch, and valet parking.

- Rosemary and Black Pepper Crusted Pork Loin Grilled Fillet of Salmon
 Pasta Primavera (Vegetarian Option)

Register by mail or online at henlaw.com

Contact Gail Lamarche at 239.344.1186 or gail.lamarche@henlaw.com if you have any questions.

Due to limited seating, please RSVP by February 26

Name _____

Title _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____

E-mail _____

Credit Card # _____

(Visa, MasterCard or American Express only)

CSV Code _____ Expiration Date _____

If paying by check please make your check payable to **Henderson, Franklin, Starnes & Holt, P.A.**
and mail it along with your completed registration form to:

Gail Lamarche, Director of Marketing
Henderson, Franklin, Starnes & Holt, P.A.
P.O. Box 280
Fort Myers, FL 33902-0280

 Follow the discussion on Twitter:
[#swfhrlaw@HenlawSWFL](https://twitter.com/HenlawSWFL)

Henderson Franklin offers Southwest Florida business owners,
executives, and human resource professionals a source to stay
current on employment law-related news and updates.

Find out more at Southwest Florida's first employment law blog:
swfemploymentlawblog.com

Henderson, Franklin, Starnes & Holt, P.A. is one of the largest law firms between Tampa and Miami.
A full-service firm, Henderson Franklin has more than 55 attorneys practicing in the areas of business and
tax planning, estate planning, family law, commercial and civil litigation, workers' compensation, employment
law, land use and environmental law, and real estate.

One of the state's oldest firms, Henderson Franklin was founded in Fort Myers in 1924 and currently
operates offices in Fort Myers, Bonita Springs, Sanibel Island and Naples.

For more information, please visit our website www.henlaw.com.

ADVERTISEMENT

Directions

Sanibel Harbour Marriott Resort & Spa
17260 Harbour Point Drive, Fort Myers, FL 33908
Telephone: 239.466.4000

From Points North of Fort Myers – I-75 South

- Take Exit 131, Daniels Parkway, end of ramp turn right heading west on Daniels Parkway
- At lights, turn left on South Tamiami Trail (Route 41-S)
- At lights, turn right on Gladiolus Drive
- Merge left via ramp on Summerlin Road (CR 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Sanibel Harbour Marriott
- Check in at guard gate and follow signs to main building

From Points South of Fort Myers – I-75 North

- Take Exit 128, San Carlos Park, Alico Road, end of ramp, turn left on Alico heading west
- At lights, turn right on South Tamiami Trail (Route 41-N)
- At lights, turn left onto Gladiolus Drive
- Merge left via ramp on Summerlin Road (County Road 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Sanibel Harbour Marriott
- Check in at guard gate and follow signs to main building

Lykes Insurance, Inc. is a full service insurance agency offering all lines of insurance products and risk services that include workers' compensation claims management and loss control consulting. Lykes Insurance was established in 1925 and currently operates offices in Fort Myers, Miami, Tampa and Winter Park, Florida. Lykes' dedicated and experienced employees are market and client-oriented, resulting in a partnership with their clients to assist them in the management of their total cost of risk. For more information, please visit their website at www.lykesinsurance.com.

Gravity Benefits is leading the charge in a new era of benefits consulting. Solely focused in the employee benefits industry, Gravity is constantly making improvements to process, delivery, and systems to provide world class advice and support to their national clientele. For more information, visit their website at www.gravitybenefits.com.

A FULL-SERVICE LAW FIRM SINCE 1924



Adapting. Changing. Moving forward.

henlaw.com • 239.344.1100 Fort Myers • Bonita Springs • Sanibel • Naples
Blog: www.swfemploymentlawblog.com



©2018 Henderson Franklin Starnes & Holt, P.A.

ADVERTISEMENT

Approved by SHRM for 5.75 PDCs and
HRCI for 5.75 Recertification Credit Hours (General)

26th Annual HR Law & Solutions 2018

Tuesday, March 6

Sanibel Harbour Marriott Resort & Spa
Fort Myers, Florida

Complimentary Valet Parking

Presented by



Lunch Sponsor



Breakfast and Happy Hour Sponsor



In association with



ADVERTISEMENT

26th Annual HR Law & Solutions Seminar

AGENDA

8:15 a.m.	Opening Remarks <i>Suzanne M. Boy, Esq.</i>
8:30 a.m.	Legislative and Case Law Update <i>John D. Agnew, Esq. and Robert C. Shearman, Esq.</i>
9:45 a.m.	Networking Break
10:00 a.m.	When Can I Fire This Injured Employee? <i>Panel: Michael McCabe, Esq. (Moderator); Martha Bryson, SHRM-SCP, SPHR; John F. Potanovic, Esq.; David H. Roos, Esq.; Frank W. Piazza (Mediator)</i>
11:00 a.m.	Networking Break
11:15 p.m.	#MeToo: Addressing the Harassment Epidemic in the Workplace <i>Suzanne M. Boy, Esq. and John F. Potanovic, Esq.</i>
12:15 p.m.	Lunch (Everglades Ballroom) <i>Sponsored by Lykes Insurance</i>
1:30 p.m.	2018 Hall of Fame Induction
1:45 p.m.	Hide Your Goat: Strategies to Stay Positive When Negativity Surrounds You <i>Guest Speaker Steve Gilliland</i>
3:15 p.m.	Networking Break
3:30 p.m.	Employment Law Potpourri <i>Panel: Henderson Franklin Attorneys</i>
4:30 p.m.	Happy Hour

PROGRAM

Employment Law and Legislation Update

John D. Agnew, Esq. and Robert C. Shearman, Esq.

John and Bob will provide an interactive update on notable court decisions, including cases addressing contentious employment policies and contract provisions, discrimination against protected classes of workers, as well as other noteworthy employee claims. EEOC trends and legislative developments impacting employers also will be addressed.

When Can I Fire This Injured Employee?

Panel: Michael McCabe, Esq. (Moderator); Martha Bryson, SHRM-SCP, SPHR; John F. Potanovic, Esq.; David H. Roos, Esq.; Frank W. Piazza (Mediator)

A panel of workers' compensation and employment defense attorneys will be joined by an HR professional and a claimant's attorney/mediator to address best practices when confronted with discipline or termination of an employee with an ongoing or recent workers' compensation claim. The discussion will explore issues that can arise when dealing with this sensitive scenario, under workers compensation law, the ADA, and the FMLA, with the goal of avoiding unnecessary costs (wages and benefits) and reducing the risk of litigation.

ADVERTISEMENT

#MeToo: Addressing the Harassment Epidemic in the Workplace

Suzanne M. Boy, Esq. and John F. Potanovic, Esq.

One can hardly turn on the news these days without being bombarded by allegations of sexual harassment against celebrities and other public figures. #MeToo has become a powerful symbol of just how widespread sexual harassment is across the planet, with women and men of all backgrounds and in countless professions sharing their stories of abuse and harassment.

It is more important than ever for employers to address both legal and practical considerations regarding harassment in their workplaces. The legal consequences of harassment can be severe and extremely costly. Besides the potential legal penalties, harassment takes its toll in many subtle ways that affect an organization's bottom line as well, from increased absenteeism and turnover, to lost productivity and poor morale.

In this session, attendees will learn about the many forms of sexual harassment, the types of behavior the courts say constitutes sexual harassment, the EEOC's guidance and legal considerations regarding harassment, and an employer's obligations under the law. Attendees will also learn practical tips, including specific actions to foster a harassment-free workplace; how to develop and enforce an anti-harassment policy; and day-to-day management practices that safeguard an organization.

Hide Your Goat: Strategies to Stay Positive When Negativity Surrounds You

Guest Speaker Steve Gilliland

Not only do problem employees perform poorly, they make it tough for everyone else to do their jobs, too. The infection can spread quickly and those who discharge the poisonous toxin are masquerading as managers, supervisors and co-workers. The venom they eject produces by-products of bad attitudes, including resistance to change and personality conflicts. They cost plenty in terms of productivity and morale and make life tough for everyone. They delight in getting your goat! You'll learn why people have bad attitudes and explore ways to head off conflict and confront people about their bad attitudes. Armed with information you gain from this session, you'll be on your way to finding win-win solutions that will have you and your colleagues working effectively together. This session is guaranteed to make you laugh a lot, learn a lot, and leave outfitted with the means necessary to Hide Your Goat.

Employment Law Potpourri

Panel: John D. Agnew, Esq.; Suzanne M. Boy, Esq.; John F. Potanovic, Esq.; Robert C. Shearman, Esq.; David H. Roos, Esq.; Michael McCabe, Esq.

The legal issues facing HR professionals in the current economic climate are many, and the ever-evolving nature of employment law can make management and prevention of problems difficult for even the most experienced HR professional. Thorough knowledge of employment laws, early recognition of issues, and swift problem solving is key to reducing your company's exposure to the many employment claims so prevalent today.

ADVERTISEMENT

Henderson Franklin Speakers



John D. Agnew

John represents businesses in a wide range of areas, including the defense of employee claims, enforcement of non-compete agreements, contract disputes, and business break-ups.



Suzanne M. Boy

Suzanne concentrates her practice in employment law, and handles all aspects of employment-related litigation, claims, and client counseling. She regularly assists her clients with employee handbooks; supervisory training; and employee termination, leave, and disciplinary issues.



Michael E. McCabe

Michael focuses his practice in the defense of workers' compensation claims and handles numerous workers' compensation appeals. He also represents businesses, contractors, and individuals who have received Stop Work Orders from the Department of Financial Services, Division of Workers' Compensation's Bureau of Compliance.



John F. Potanovic Jr.

John is Florida Bar Board Certified in Labor & Employment Law and serves as Chair of the Employment Law Practice Group. He represents employers in discrimination, retaliation, and harassment lawsuits, and also handles EEOC investigations and wage and hour matters.



David H. Roos

David serves as Chair of the firm's Workers' Compensation division. He represents insurance carriers, third party administrators, and employers in the defense of workers' compensation claims. He serves as Chairman of the Workers' Compensation Section of the Florida Defense Lawyers Association (FDLA).



Robert C. Shearman

Bob is Florida Bar Board Certified in Civil Trial Law and concentrates his practice in the defense of tort, civil rights, employment and real estate claims. He is also a Florida Supreme Court Certified Civil Mediator. Bob represents numerous public and private entities with respect to constitutional claims, wrongful termination, discrimination, and harassment matters.

ADVERTISEMENT

Guest Speakers



Steve Gilliland, CSP, CPAE

Steve is one of the most in-demand and top-rated speakers in the world. With an appeal that transcends barriers of age, culture and occupation, he

shows audiences how to open doors to success in their careers, their relationships and their lives. Presenting to more than 250,000 people a year in nearly three dozen industries, Steve has the distinction of speaking in all 50 states and in 15 countries. He can also be heard daily on SiriusXM Radio's *Laugh USA*.

Steve built a multimillion-dollar company from the ground up on the same philosophy he expounds to his audiences. His motto is straightforward: "If you take care of people, the business will follow." *The Pittsburgh Business Times* named his company one of the fastest growing privately held companies in the region.

Steve was born and raised in the Pittsburgh area, resides in North Carolina and travels the world speaking. He is not just a person who challenges people to change, he motivates them to do so. Everyone who hears his message leaves with a renewed sense of enthusiasm for who they are and for what really matters.



Frank W. Piazza, Esq.

Frank has devoted his entire legal career to helping people navigate Florida's workers' compensation system. As an advocate, Mr. Piazza has represented injured workers throughout Southwest Florida since 1992. He is also a certified mediator and qualified arbitrator, and has been found by judicial order to enjoy an outstanding reputation in the field of workers' compensation law.

Mr. Piazza's professional memberships have included the Florida Workers' Advocates, American Bar Association, American Trial Lawyers Association, Academy of Florida Trial Lawyers, Florida Academy of Professional Mediators, Association for Conflict Resolution, and the Orange, Lee and Collier County Bar Associations.



Martha Bryson, SHRM-SCP, SPHR

Marty, as she is known to those around her, has been an HR practitioner for more than 20 years in the hospitality, entertainment and healthcare industries. She holds Senior Professional in Human Resources (SPHR) and SHRM Senior Certified Professional Certifications. As the Director of Staff Services for Hope HealthCare Services, she oversees the company's leave of absence, ADA and worker's comp programs.

She is currently serving her 6th term on the HR Florida State Council Executive Committee, and is an active SHRM volunteer.