Keeping up with the employment law changes under the Biden Administration can be a challenge. Members of Henderson, Franklin, Starnes & Holt, P.A. and Marks Gray, P.A.’s legal teams will host a virtual one-hour session to help business owners, human resource professionals, and in-house counsel understand what these changes mean for employers now, and how to prepare for what might be on the horizon.

Guest speaker Giselle Carson, an immigration and compliance attorney with the Marks Gray law firm in Jacksonville, will kick-off the session. She will provide an update on H1B caps, travel bans and consulate processing, as well as I-9 flexibility.

Next, Henderson Franklin’s Employee Benefits Attorney David Ledermann will provide an overview on COBRA changes. These include the new federal COBRA subsidy under the American Rescue Plan Act and related notice requirements, interaction with the extended time periods previously granted relating to the pandemic-related national emergency, potential subsequent availability of special enrollment rights in the Health Insurance Marketplace, and considerations relative to Florida’s mini-COBRA law.

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Program Overview

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Guest Speaker Giselle Carson, Esquire
Business Immigration Lawyer, Marks Gray, P.A.

Giselle is a recognized U.S. business immigration and compliance attorney. She partners with employers to obtain work visas and green cards for global talent. Giselle has been practicing law for over 20 years and has dedicated her practice to business immigration law. She is a two-time immigrant, a marathoner and Ironman triathlete. Giselle is the author of: Beyond the H-1B: A Guide to Work Visa Options, which can be found on Amazon here. She may be reached at gcarson@marksgray.com or 904-398-0900.

Scott Atwood, Esquire
Henderson Franklin's Employment Law Group Chair

Scott represents entrepreneurs, public entities, and businesses of all sizes in labor and employment matters and litigation. He also brings his expertise as a Florida Supreme Court Certified Circuit Civil Mediator to facilitate a resolution as an alternative to lengthy and expensive litigation. As Chair-elect of the Florida Bar’s Labor and Employment Section, Scott is active in helping formulate and implement legal policy at the state and local level. He may be reached at scott.atwood@henlaw.com or 239-344-1287.

Katherine ("Kati") Cook, Esq.
Business Litigation and Employment Lawyer

Kati handles a variety of litigation matters, including employment law matters (FLSA, Title VII, ADA), contract and landlord/tenant disputes, trust and probate litigation, and bankruptcy and creditors’ rights. She also provides litigation assistance to the firm’s Condominium and Homeowner’s Association Group. Kati may be reached at katherine.cook@henlaw.com or 239-344-1364.

David Ledermann, Esq.
Employee Benefits Lawyer

David assists publicly traded companies, closely held businesses and employers in complex employee benefits matters under ERISA (the Employee Retirement Income Security Act) and the Internal Revenue Code. His representations involve tax-qualified retirement plans, nonqualified deferred compensation arrangements, group health plans and other employer-provided welfare benefit plans. He also represents clients before the Internal Revenue Service, Department of Labor and the Pension Benefit Guaranty Corporation. David may be reached at david.ledermann@henlaw.com or 239-344-1192.