

Featured Speaker

Mintha Roach



Mintha Roach has served as President and CEO of Knoxville Utilities Board since 2004. She is the first female to serve in that role. Knoxville Utilities Board is an independent agency of the City of Knoxville and provides electric, natural gas, water, and wastewater services to more than 452,000 customers in Knoxville and parts of seven surrounding counties. Mintha earned her B.S. in Business Administration at the University of Tennessee-Knoxville.

Mintha currently serves on the Boards of Home Federal Bank; Tennessee Higher Education Commission for East Tennessee (Vice-Chair); UTK College of Business Administration, Advisory Council to the Dean; Alliance for Better Non-Profits; Volunteer Ministry Center; East Tennessee Economic Development Agency; and Knoxville Public Safety Foundation. She has served as Chair of the Board of Leadership Knoxville and on the United Way of Greater Knoxville Board (serving as Chair of the Greater Knoxville campaign in 2008 and Chair of Women of Toqueville campaign in 2013).

In 2009, the YWCA, at its Tribute to Women named her a Lifetime Achievement Honoree for having broken barriers by being a 'first' in East Tennessee that opened doors for other women to follow. She also received the University of Tennessee's College of Business

Administration's Distinguished Alumni Award in 2012 and was presented the Leadership Knoxville Distinguished Alumni Award in for "exemplifying community stewardship, integrity, humility, and a desire to serve beyond self." In 2014, she was awarded the YWCA's 30th Anniversary Tribute to Women Award which recognized "30 incredible women from our area for their contributions in the last 30 years." In 2015, she was named a Laureate in the Business Hall of Fame by Junior Achievement of East Tennessee. In 2016, she received the University of Tennessee Alumni Service Award and in 2017, the University of Tennessee's Chancellor's Notable UT Woman Award.

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Space is limited to the first 125 respondents.

Direct any inquiries to the attention of Linda Crisp.

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OCTOBER 5, 2017

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APPLICATIONS PENDING FOR
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“Great presentations.
Very informative.”

“Excellent training!”

“Loved the hypotheticals.
Very practical.”

“I liked the scenario session. It was thought provoking.”

“Thanks for the opportunity—well done and appreciated.”

AN ENDURING LEGACY

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AGENDA: THURSDAY

OCTOBER 5, 2017

TIME	TOPIC
7:30-8:50	REGISTRATION AND CONTINENTAL BREAKFAST
8:50-9:00	WELCOMING REMARKS JOHN E. WINTERS
9:00-10:00	EMPLOYMENT LAW UPDATE EDWARD G. PHILLIPS Discussion of the latest Supreme Court, Sixth Circuit, and Tennessee appellate decisions impacting employers on key issues, including discrimination based on race, gender, age, national origin, disability; hostile work environment; FMLA interference and retaliation; EEOC's guidance on sexual orientation discrimination and preventing and punishing harassment.
10:00-11:00	TIPS FOR THE SUPERVISOR'S TOOLBOX ROBERT L. BOWMAN Handy Tips and Techniques for Effective Supervision and Avoiding Litigation. Learn from a seasoned employment litigator how to effectively document employment issues and manage attendance and performance problems. Recent trends in federal court filings and other hot topics currently facing employers will be addressed so that managers are prepared on the front end to deal with them and avoid potential discrimination charges and litigation.
11:00-11:15	MORNING BREAK
11:15-12:00	TOP 10 EMPLOYEE LEAVE MISTAKES BETSY J. BECK Employee leave situations can be tricky, including (but certainly not limited to) navigating the triangle of ADA, FMLA, and workers' compensation. We assist employers every day with managing employee leave situations, and some problems and questions pop up more often than others. In this session, we will share a list of the most common and most damaging mistakes employers make when it comes to employees leaves.
12:00-1:30	LUNCHEON FEATURING SPEAKER MINTHA ROACH



JOHN E. WINTERS



EDWARD G. PHILLIPS



ROBERT L. BOWMAN



BETSY J. BECK

1:30-2:30

EMPLOYMENT APPLICATIONS AND EMPLOYEE HANDBOOKS: MAXIMIZING THE BENEFITS AND MINIMIZING COMMON MISTAKES FOR EMPLOYERS

GEORGE R. ARRANTS, JR.

Applications and Employee Handbooks are often the first formal communications between employers and their new employees. Employers should put their best foot forward by relying on workplace documents that provide new hires with a current and realistic picture of how this workplace "works", in a self-serving communications tool that asserts basic work place standards and protects the employer's right to manage its business effectively. This presentation will review important hiring standards and at-will employment concepts under current legal frameworks and focus on how and why employers should include highlighted protections and provisions in their applications and handbooks.



GEORGE R. ARRANTS, JR.

2:30-3:30

BREAKOUT 1: WILL NEW NLRB APPOINTEES REVERSE THE OBAMA BOARD LEGACY?

STEVEN E. KRAMER

The pending NLRB appointments should result in a 3-2 majority of members with pro-management resumes. The question now is whether (or when will) the Board reverse key Board initiatives over the past 8 years; including Joint Employer definition (the Browning-Ferris decision), Employer Handbook scrutiny, Micro Units for Union Organizing, Quickie Election Rules and More. We will review the unknowns surrounding those issues and how Non-Union & Union Employers should proceed.



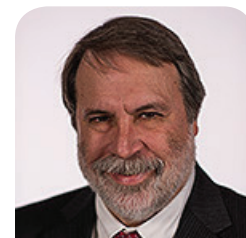
STEVEN E. KRAMER

2:30-3:30

BREAKOUT 2: DUMMIES FOR ETHICS 6.0

JOHN C. BURGIN JR.

Learn ethics and professionalism based on mistakes made by other attorneys. A discussion of the ethical concerns posed by unencrypted email, online comments, social media marketing, using physicians to surreptitiously obtain information, defrauding homeowners, and a summary of the 2017 amendments to the Tennessee Rules of Professional Conduct and proposed amendments to the model rules.



JOHN C. BURGIN JR.

3:30-3:45

AFTERNOON BREAK

3:45-4:45

MANAGING EMPLOYMENT LAW PITFALLS

MODERATOR: JOHN E. WINTERS

Using hypothetical scenarios, our panel of experts will engage you in an interactive discussion about a variety of situations that can create potential liability for your company. During this session, the panel will evaluate several aspects of employment law and provide best practices recommendations for how to deal with the many employment law pitfalls.

4:45

CLOSING