

26TH ANNUAL CONFERENCE HEARTLAND LABOR AND EMPLOYMENT INSTITUTE

The Heartland's premier alliance of human resources, academic and legal advisers promoting workplace excellence.

HR STRATEGIES: A LIFELINE FOR UNCERTAIN TIMES

Thursday, May 29, 2014

Overland Park Convention Center
6000 College Boulevard, Overland Park, KS

Program Chairperson & Moderator:

Bridget B. Romero

Lathrop & Gage LLP

MCLE credit: Missouri - 8.2 hours
Includes 2.2 ethics / Kansas - pending
HRCI credit - pending (including strategic planning credit)

Co-sponsored by the Society for Human Resource Management
of Greater Kansas City,
the Society for Human Resource Management of Johnson County,
University of Missouri - Kansas City School of Law
and KCMBA UMKC CLE



For more information, go to www.kccle.org or call 816-474-4322.

HR STRATEGIES: A LIFELINE FOR UNCERTAIN TIMES

THURSDAY, MAY 29, OVERLAND PARK CONVENTION CENTER

SCHEDULE

- 7:15 A.M. REGISTRATION AND CONTINENTAL BREAKFAST**
- 7:30 A.M. EARLY BIRD LEGAL ETHICS SESSION**
Current Issues in Ethics for Labor and Employment Law Attorneys
Ellen Y. Suni, *UMKC Law School*
- 8:30 A.M. LEGAL UPDATE: KEY COURT DECISIONS AND REGULATORY DEVELOPMENTS**
This session will address key federal, Missouri and Kansas court decisions in the past year that affect employers, with an emphasis on lessons learned from those cases. The session also will cover major labor/employment cases pending in the courts which are expected to be decided in the coming year. We also will discuss important developments at the various federal agencies that regulate the workplace.
Michael Blumenthal, *Seyferth Blumenthal & Harris LLC*
Kimberly F. Seten, *Constangy, Brooks & Smith, LLP*
- 9:30 A.M. HR INSIDE OUT: ISSUES TO HANDLE IN-HOUSE AND WHEN TO CALL OUTSIDE COUNSEL**
In-house counsel, HR professionals, and lawyers will discuss complex and cutting edge issues faced by employers, and suggest best practices in determining whether to handle these issues in house or to involve outside counsel.
Moderator: Mira Mdivani, *The Mdivani Law Firm*
Panel participants: Heather Hamilton, *Sprint*
Carla Sanders, *AMC Theatres*
Jack D. Rowe, *Lathrop & Gage LLP*
Sue K. Willman, *SPHR, Spencer Fane Britt & Browne LLP*
- 10:30 A.M. REFRESHMENT BREAK**
- 10:45 A.M. JUDGES' PANEL: VIEW FROM THE BENCH**
Trial judges from separate jurisdictions will discuss common issues and observations in employment cases from the summary judgment stage through the conclusion of trial. This session will include a discussion of the efficacy of filing summary judgment, and key observations from employment trials in recent years.
Moderator: Eric E. Packel, *Polsinelli PC*
Panel participants: Hon. John W. Lungstrum, *U.S. District Court District of Kansas*
Hon. Sandra C. Midkiff, *16th Judicial Circuit Court of Missouri, Jackson County*
Hon. W. Brent Powell, *16th Judicial Circuit Court of Missouri, Jackson County*
- 11:45 A.M. LUNCH BREAK (INCLUDED IN REGISTRATION FEE)**
- 12:15 P.M. LUNCHEON PRESENTATION: ENGAGING MILLENNIALS**
Author Jeff Fromm will share new research and best practices in engaging millennials both inside and outside of the workplace. Attendees will receive a copy of his best selling book, "Marketing to Millennials: Reach the Largest and Most Influential Generation of Consumers Ever"
Jeff Fromm, *Barkley*

1:00 P.M.

BREAKOUT SESSIONS:

A. LEGAL ETHICS: CURRENT ISSUES IN ETHICS FOR EMPLOYMENT LAWYERS

Highly experienced plaintiffs' lawyer Marty Meyers will provide an update on ethical issues for all lawyers involved in employment matters. These issues will include communicating with constituents of an organization that is represented by counsel, subpoenas for records from third parties, and gathering information from social media.

Martin M. Meyers, *The Meyers Law Firm, LC*

B. SMOOTH SAILING: STRATEGIC ADVICE FOR HR PRACTITIONERS

Authors Julie McKee and Daren Fristoe will provide HR professionals with insight and analysis for the development of a strategic plan that will enhance employee engagement. This session is drawn from their book, "Lifeguard, Babysitter and Executioner: A Real-World Guide to Hiring, Firing and Building a Winning Workforce" in which Julie and Daren explore the different "roles" that HR professionals and managers must fill in the workplace while developing a winning work environment.

Julia R. McKee, *Spinal Simplicity LLC*

Daren Fristoe, *The Fristoe Group*

2:00 P.M.

BREAK

2:15 P.M.

THE HOT SEAT: AN HR PROFESSIONAL'S TESTIMONY

This session will feature the mock deposition and cross-examination of an HR Professional, exploring legal issues, techniques and strategies related to such testimony during depositions and at trial.

Brett A. Davis, *Davis George LLC*

Stacie Engelmann, *Lockton Companies*

Patricia A. Konopka, *Stinson Leonard Street LLP*

Megan Walawender, *Constangy, Brooks & Smith, LLP*

3:15 P.M.

FMLA & ADA ROLE PLAY

Employers continue to grapple with balancing their legal obligations under the ADA and FMLA, the needs of the business, and working with their employees. This session will demonstrate methods for navigating these issues while providing practical tips for ensuring the needs of both the employee and employer are met.

Shelly Freeman, *HROI, LLC*

Kimberly A. Jones, *Seyferth Blumenthal & Harris LLC*

4:15 P.M.

ADJOURN

REGISTRATION FORM (14-131)

Online registration and payment available at kccle.org

☐ Full Day \$225*

☐ SHRM KC or JC Chapter Member \$195*

*electronic material only

☐ Add \$25 for Printed Course Material

Individuals with speech or hearing impairments may contact UMKC through Relay Missouri at
1-800-735-2966 (TT) or **1-800-735-2466** (voice).

Please make check payable to
KCMB UMKC CLE and mail to:

KCMB UMKC CLE
Two Pershing Square -
2300 Main St., Ste. 100
Kansas City, MO 64108
Ph: 816-474-4322
Fx: 816-474-0103

Enclosed is \$ _____ for _____ registration(s) for enrollment in **Heartland Labor & Employment Law Conference, Thursday, May 29, 2014, Overland Park Convention Center, 6000 College Blvd., Overland Park, KS**

I will be attending:

☐ Breakout A: Legal Ethics

☐ Breakout B: Smooth Sailing: Strategic Advice for HR Practitioners

Name _____

Firm or Company _____

Address _____

City/State _____ Zip _____

Phone _____ Fax _____

E-mail Address _____

CREDIT CARD PAYMENT

Credit card registrations may be mailed or sent by fax to 816-474-0103. ☐ VISA ☐ Master Card ☐ Discover ☐ AmEX

Cardholder's name _____ Signature _____

Card Number _____ Exp. Date _____

Amount to be Charged _____

We understand that conflicts arise. Cancellations received 48 hours or more prior to the beginning of the program will be refunded. Alternatively, you may choose to receive a credit voucher for a future KCMB UMKC CLE program. Late cancellations and "no shows" will receive program materials on request. Substitutions are always permitted.

HEARTLAND LABOR & EMPLOYMENT LAW INSTITUTE 2014 COMMITTEE

The Heartland's premier alliance of human resource, academic and legal advisers promoting workplace excellence.

2014 CHAIRPERSON:
Bridget B. Romero
Lathrop & Gage LLP

Michael Blumenthal
Seyferth Blumenthal & Harris LLC

Eric P. Kelly
Spencer Fane Britt & Browne LLP

Jack D. Rowe
Lathrop & Gage LLP

Stacie Engelmann
Lockton Companies

Patricia A. Konopka
Stinson Leonard Street LLP

Kimberly F. Seten
Constangy, Brooks & Smith, LLP

Brian J. Finucane
Fisher & Phillips LLP

Daniel J. McCarroll
KCMB UMKC CLE

Curtis R. Summers
Husch Blackwell LLP

Amy M. Fowler
HROI, LLC

Julia R. McKee
Spinal Simplicity LLC

Megan Walawender
Constangy, Brooks & Smith, LLP

Shelly Freeman
HROI, LLC

Mira Mdivani
The Mdivani Law Firm

Sue K. Willman, SPHR
Spencer Fane Britt & Browne LLP

Kimberly A. Jones
Seyferth Blumenthal & Harris LLC

Eric E. Packel
Polsinelli PC



Heartland Labor & Employment Law Institute

For more info go to www.kccle.org
or call 816-474-4322

Program Chair: Bridget B. Romero
Lathrop & Gage LLP

Conference Faculty



Blumenthal



Engelmann



Freeman



Fristoe



Fromm



Hamilton



Jones



Konopka



Lungstrum



McKee



Mdivani



Packel



Powell



Romero



Rowe



Seten



Suni



Walawender



Willman



HR STRATEGIES: A LIFELINE FOR UNCERTAIN TIMES

Thursday, May 29, 2014

Overland Park Convention Center

6000 College Blvd. • Overland Park, KS 66211

Co-sponsored by the Society for Human Resource Management of Greater Kansas City,
Society for Human Resource Management of Johnson County and KCMB A UMKC CLE School of Law

MCLE credit: Missouri 8.2 hours - includes 2.2 ethics / Kansas pending
HRCI credit pending (including strategic planning credit)

Nonprofit
Organization
U.S. Postage
PAID
Kansas City, MO
Permit #6113

UMKC is an equal opportunity/affirmative action institution.

University of Missouri-Kansas City
Continuing Legal Education
5100 Rockhill Road
Kansas City, Missouri 64110-2499