



ALFA International
THE GLOBAL LEGAL NETWORK

**LABOR & EMPLOYMENT PRACTICE GROUP
REGIONAL SEMINAR**



Louisville, KY | September 18, 2024

SEMINAR PROGRAM SCHEDULE

Wednesday, September 18, 2024

Program at the Omni Louisville Hotel

400 S 2nd St, Louisville, KY | Clifton Room

2:00 P.M. – 2:30 P.M.

REGISTRATION

2:30 P.M. – 2:35 P.M.

OPENING REMARKS

Speakers:

Brian Quisenberry, *Labor & Employment Practice Group Marketing Chair*, CLEMENT RIVERS, LLP, Charleston, SC

Elizabeth Muyskens, *Host Firm*, STOLL KEENON OGDEN, PLLC, Lexington, KY

Jeffrey Calabrese, *Host Firm*, STOLL KEENON OGDEN, PLLC, Louisville, KY

2:35 P.M.– 3:15 P.M.

ETHICAL DILEMMAS: A DAY IN THE LIFE OF RISK MANAGEMENT AND IN-HOUSE COUNSEL

Speakers:

Chris Page, *Moderator*, YOUNG MOORE AND HENDERSON P.A., Raleigh, NC

Kelly Hoffman, NORMAN HANSON & DETROY, LLC, Portland, ME

Tamara Nelson, MERRICK, HOFSTEDT & LINDSEY, P.S., Seattle, WA

In this interactive session, attendees will examine and discuss solutions for various fact scenarios that present ethical dilemmas for risk managers and in-house counsel. With help from other in-house professionals and outside counsel, each client attendee will gain practical guidance on common ethical quandaries.

3:15 P.M. – 3:55 P.M.

NON-COMPETE ENFORCEMENT AFTER THE FTC RULE

Speakers:

Courtney Nichols, *Labor & Employment Practice Group Chair*, PLUNKETT COONEY, Bloomfield Hills, MI

Sarah Lamar, HUNTER MACLEAN, Savannah, GA

This session will discuss the status of the FTC Rule banning non-competes. The panelists will provide practical tips regarding what employers can and should do relative to restrictive covenants while court rulings, and their implications, continue to develop.

SEMINAR PROGRAM SCHEDULE

3:55 P.M. – 4:05 P.M.

BREAK

4:05 P.M. – 4:45 P.M.

PREGNANCY AND ADA ACCOMMODATION UPDATE

Speaker:

Janelle Kilies, LEWIS WAGNER, LLP, Indianapolis, IN

This session will review the new pregnancy laws to ensure your company handles accommodation requests correctly. In addition, with mental health conditions on the rise, this session will help you determine what constitutes a disability under the ADA and whether your company must provide an accommodation (plus creative ideas to ensure the proper accommodations are met without significant burdens on the company).

4:45 P.M. – 5:25 P.M.

NON-EXEMPT EMPLOYEES: TIP POOLS, REIMBURSEMENT GUIDELINES AND MORE

Speakers:

Elizabeth Muyskens, *Host Firm*, STOLL KEENON OGDEN, PLLC, Lexington, KY

Jeffrey Calabrese, *Host Firm*, STOLL KEENON OGDEN, PLLC, Louisville, KY

The panel will discuss guidelines and best practices for tipped employees including the use of a tip pool for compliance with federal and state requirements. Additionally, they will discuss national and regional employment law updates, including the Sixth Circuit's reimbursement guidelines under the FLSA for work-related expenses, the Department of Labor's updated overtime pay guidelines, and trends in FLSA collective action certification.

5:25 P.M. – 5:30 P.M.

CLOSING REMARKS

Speakers:

Brian Quisenberry, *Labor & Employment Practice Group Marketing Chair*, CLEMENT RIVERS, LLP, Charleston, SC

Elizabeth Muyskens, *Host Firm*, STOLL KEENON OGDEN, PLLC, Lexington, KY

Jeffrey Calabrese, *Host Firm*, STOLL KEENON OGDEN, PLLC, Louisville, KY

S O C I A L E V E N T



DISTILLERY TOUR, TASTING & DINNER

6:00 - 9:00 PM

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120 N 10th Street | Louisville, KY



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SPEAKERS



JEFFREY CALABRESE is a member of Stoll Keenon Ogden PLLC, the ALFA International member firm in Louisville, Kentucky. Jeff is the practice leader for Stoll Keenon Ogden's Labor, Employment & Employee Benefits group. Clients rely on Jeff as a trusted, responsive, and down-to-earth advisor. He has substantial experience litigating in state and federal courts and before administrative agencies and regularly provides clients with advice on difficult workplace issues and legal compliance matters. Jeff also works closely with educational institutions and has been certified as a Title IX Coordinator by the Association of Title IX Administrators (ATIXA). Jeff represents employers across a range of industries, particularly manufacturing, transportation, education, and finance. His clients include employers of all types, from private businesses to government agencies and nonprofit organizations. Jeff regularly counsels employers on difficult workplace issues and is a sought-after speaker on employment law. While his services cover a full range of employment areas, he has expertise with claims of discrimination, harassment and retaliation, FMLA/ADA leave and reasonable accommodation issues, and non-compete agreements.



KELLY HOFFMAN is a member of Norman Hanson & DeTroy, LLC, the ALFA International member firm in Portland, Maine. Kelly's practice areas include health care law and professional liability defense, employment and discrimination matters, Title IX employment and disciplinary matters, insurance defense and subrogation, construction and commercial disputes, and tax concerns. She has extensive litigation experience with complex and multifaceted cases, and regularly appears before state and federal courts, in addition to administrative, governmental, and higher-education tribunals



JANELLE KILIES is a partner with Lewis Wagner, LLP, the ALFA International member firm in Indianapolis, Indiana. Janelle concentrates her practice in the defense of employment-related claims, including employment discrimination, wage disputes, wrongful termination, employment agreement disputes, unfair labor practices, and civil rights claims. She also provides proactive prevention counseling on employment issues, including drafting employment policies and practices, navigating employee discipline and termination, as well as providing advice related to the coronavirus. Janelle also has extensive experience in litigating mass torts and consumer class actions in the areas of product liability, consumer fraud, false advertising, and deceptive marketing claims around the country in both state and federal courts. She has experience representing clients in investigations and enforcement proceedings involving various governmental agencies, including the Federal Trade Commission. Since joining the Firm in 2012, Janelle has been instrumental in preparing and presenting several mock trials and innovative focus group presentations in complex cases. In the mass tort context, she helped design, develop, and maintain a sophisticated online platform for the efficient exchange of discovery information, the prompt evaluation of thousands of cases, and the creation of a meaningful settlement matrix. Clients appreciate Janelle for her insight, client service and practical approach to problem-solving, and her creative use of technology combined with outside-the-box thinking.

SPEAKERS



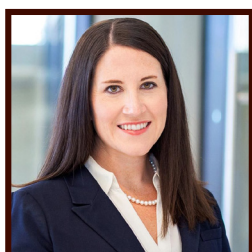
SARAH LAMAR is a partner with HunterMaclean, the ALFA International member firm in Savannah, Georgia. Sarah is a former Chair of ALFA International. Sarah has experience representing employers in state and federal courts with respect to claims under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act. She also represents employers with respect to breach of contract and tort claims, conducts in-house training for employers and advises clients on a variety of human resource issues, including immigration and affirmative action matters. Sarah is admitted to the bars of Georgia and the District of Columbia and all federal courts in Georgia. She was also the long-time chair of the Georgia Chapter of the Society for Human Resource Management Government Affairs Committee.



ELIZABETH MUYSKENS is a member of Stoll Keenon Ogden PLLC, the ALFA International member firm in Lexington, Kentucky. Elizabeth counsels clients on workplace law issues, represents employers in administrative proceedings and is prepared to litigate matters when conflicts arise. Prior to joining SKO, while pursuing her undergraduate degree, Elizabeth worked for the U.S. Attorney's Office for the Eastern District of Kentucky.



TAMARA NELSON is a shareholder of Merrick, Hofstedt & Lindsey, P.S., the ALFA International member firm in Seattle, Washington. Tamara has an active litigation practice on behalf of corporate and institutional clients. Her areas of practice include general liability with an emphasis on complex torts, labor and employment, professional negligence and commercial litigation. She is also experienced in product liability, civil rights litigation and municipal liability.



COURTNEY NICHOLS is a partner with Plunkett Cooney, the ALFA International member firm in Bloomfield Hills, Michigan. Courtney focuses her litigation practice in the area of employment law, including discrimination, retaliation, and civil rights claims brought under state and federal statutes. She also provides counsel to employers of all sizes regarding complicated employment and labor issues prior to litigation, including compliance with the ADA, FMLA and FLSA. Courtney frequently represents clients in drafting and enforcing contractual agreements, including covenants not to compete and severance agreements involving executives. In addition, Courtney advises institutions of higher education with respect to Title IX claims on campus, including providing training, counsel and advice to administrators and staff on investigating and adjudicating such claims.

SPEAKERS



CHRISTOPHER PAGE is a partner with Young Moore and Henderson P.A., the ALFA International member firm in Raleigh, North Carolina. Chris is a veteran trial attorney with over 30 years of trial experience. He represents several national clients with all their legal needs, including claims relating to employment, business disputes, product liability, trademark infringement, premises and security incidents and construction disputes. After graduating summa cum laude from Duke University, Chris earned his law degree from the Yale Law School, where he served as senior editor for the Yale Law Journal; he then clerked for a federal district judge. Chris is the past chair of ALFAI's Hospitality & Retail Practice Group, previously chaired ALFAI's Marketing Committee and has served on its Board of Directors. Chris is a frequent speaker at ALFAI seminars and has created presentations on a variety of legal and management topics.



BRIAN QUISENBERRY is a partner with Clement Rivers, LLP, the ALFA International member firm in Charleston, South Carolina. Brian's practice focuses on employment and labor law. Brian represents both public and private employers in state and federal courts, as well as before administrative agencies such as the EEOC and the S.C. Human Affairs Commission. Brian advises his clients on compliance with state and federal laws and helps his clients develop strong policies and procedures. Brian also helps his clients enforce restrictive covenants and protect confidential information. Brian is AV-Preeminent Peer Review Rated in Labor and Employment.