

REGISTRATION FORM - EMPLOYMENT LAW SEMINAR

\$125 NCADA Attorney \$175 Non-Member Attorney \$50 NCADA Paralegal or HR Professional \$100 Non-Member Paralegal

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About Our Speakers:

C. Granger Pierce, Jr. practices in Nexsen Pruet's Employment and Labor Law group in its Charlotte, NC office. Mr. Pierce's experience includes employment litigation, employment policy and compliance assessment, ERISA litigation, insurance coverage litigation, commercial litigation, and construction litigation. In addition, Mr. Pierce has successfully represented clients before the NC Supreme Court and NC Court of Appeals. He earned his undergraduate degree from Duke University and his law degree from the UNC School of Law in Chapel Hill. He has also served as an instructor in the Duke University and UNC - Charlotte paralegal programs.

Jeremy Stephenson practices Employment Law in the Charlotte office of Hedrick Gardner Kincheloe & Garofalo LLP. Providing counseling and litigation services to management clients in employment matters, he has successfully defended employers before administrative agencies around the country, and the NC state and federal courts, against claims of employment discrimination, wrongful termination, breach of contract, and wage and hour violations. He advises management on wide ranging topics of employment law compliance, including the avoidance of employee claims, the review and drafting of employment contracts and policies, and development and presentation of employee training programs. He regularly publishes articles and is invited to speak on employment law topics. Currently serving as the Chair of the Employment Law Committee for the NC Association of Defense Attorneys, he is a Member of the Board of Directors of the Charlotte Area Society of Human Resource Managers.

Ryan D. Bolick, a partner in Cranfill Sumner Hartzog LLP's Employment/ Public Entity Practice Group in the Charlotte office, has litigated numerous cases to favorable jury verdicts in Western North Carolina. Ryan's experience lies in the defense of employers, including municipalities and other public entities, before state and federal courts and administrative agencies against claims of sex, race, national origin, disability and age discrimination; sexual harassment, race harassment, wrongful termination, retaliation, constitutional violations and other statutory and common law employment claims including alleged violations of Title VII, ADA, ADEA and REDA. Ryan earned his law degree from Campbell University (1999) and his undergraduate degree in English and Economics from UNC at Chapel Hill (1994). He is an active member in the Defense Research Institute, the NC Association of Defense Attorneys and the NC Association of Municipal Attorneys.



NORTH CAROLINA ASSOCIATION OF DEFENSE ATTORNEYS

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HOT TOPICS IN EMPLOYMENT LAW

Presented by the

NCADA

Employment Law Practice Group



Friday, April 24, 2009

6000 Fairview Road, Ste. 1000, Charlotte, NC 28210



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Hot Topics In Employment Law

April 24, 2009

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- 12:30 – 12:55 p.m. Registration
- 12:55 – 1:00 p.m. Welcome and Introductions
- 1:00 – 2:00 p.m. **FMLA: Best Practices & Compliance Issues since January 2009**
C. Grainger Pierce, Jr., Nexsen Pruet, PLLC, Charlotte
The federal Family and Medical Leave Act (FMLA) received new and amended regulations effective as of January 16, 2009. These changes have a significant effect upon the best practices and compliance of employers, risk managers, and the attorneys advising them. This presentation will address the following aspects of the new FMLA regulations:
- Content and timing of notices under the new FMLA regulations
 - New medical certification process
 - Permitted methods of accounting for leave time
 - Military exigency and military caregiver leave
- 2:00 – 3:00 p.m. **COBRA Amendments of the American Economic Recovery and Reinvestment Plan (Stimulus Bill)**
Jeremy Stephenson, Hedrick Gardner Kincheloe & Garofalo, LLP, Charlotte
- “Second Bite”
 - COBRA subsidy
 - “Assistance Eligible Individuals”
 - New Notices
 - Best practices of employers and attorneys regarding COBRA amendments.
- 3:00 – 3:15 p.m. Networking Break
- 3:15 – 4:15 p.m. **Revisions to the Americans With Disabilities Act effective January 1, 2009**
Ryan D. Bolick, Cranfill Sumner & Hartzog, LLP, Charlotte
- Important change in the definition of "disability"
 - Additional direction in determining the definition of the terms "substantially limits" and "major life activity"
 - What the ADA now means by "regarded as having a disability"
 - How changes affect the Risk Managers, HR Professionals and attorneys handling ADA claims (or trying to avoid them)

Can't attend in person? Attend via live webcast!

Register at <http://ncada.fastclic.com>

Webcast Registration Fees: \$150 NCADA Attorney / \$200 Non-Member Attorney / \$75 Paralegal or HR Professional

CLE CREDIT: 3 hours (*Pending NCSB approval.*)

HRCI: Approved for 3 hours of general credits

PROGRAM DATE: Friday, April 24, 2009

REGISTRATION: 12:30 p.m.

REGISTRATION DEADLINE: Wednesday, April 22, 2009

Register online at www.ncada.org.

LOCATION: Hedrick Gardner Kincheloe & Garofalo, LLP, 6000 Fairview Road, Ste 1000, Charlotte, NC

For Directions go to: http://www.hedrickgardner.com/sub/hgkg_charlotte_north_carolina_attorneys.jsp