

# Saint Vincent College | Buchanan Ingersoll & Rooney 2012 Employment Law Briefing

Tuesday, August 14, 2012  
8:00 a.m. – 12:00 p.m.

The Conference Center at Saint Vincent College  
The Fred M. Rogers Center  
300 Fraser Purchase Road  
Latrobe, PA 15650

## AGENDA

- 8:00 – 8:30 a.m.      Registration & Breakfast
- 8:30 – 8:45 a.m.      Welcome  
*Bruce Antkowiak, Saint Vincent College*
- 8:45 – 9:30 a.m.      **Employment Law Update: Recent Cases and Trends in  
Employment Law**  
*Lisa Passarello & Mariah Passarelli, Buchanan Ingersoll & Rooney*
- 9:30 – 10:30 a.m.    **Social Media: The Impact of Facebook and Google on the  
Workplace**  
*Judy Maher, Saint Vincent College*  
*Jaime Tuite & Ashley Yeager, Buchanan Ingersoll & Rooney*
- 10:30 – 10:45 a.m.    Break
- 10:45 – 11:30 a.m.   **The Fair Labor Standards Act: Are You in Compliance?**  
*Christian Antkowiak & John Goodman, Buchanan Ingersoll & Rooney*
- 11:30 – 12:00 p.m.   **Questions and Networking**

### **REGISTRATION**

This is a complimentary briefing and there is no fee to attend. Registration is required. Contact Katie Kozora | 412-562-1960 | [katie.kozora@bipc.com](mailto:katie.kozora@bipc.com)  
Registration will close on August 8, 2012.

This program has been submitted to the PA Continuing Legal Education Board (CLE) and HR Certification Institute (HRCI) for review.



SAINT VINCENT COLLEGE

**Buchanan Ingersoll & Rooney PC**  
Attorneys & Government Relations Professionals

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## PRESENTATION DESCRIPTIONS

### **Employment Law Update: Recent Cases and Trends in Employment Law**

The enactment of new state and federal employment laws, the adoption of new employment regulations and the issuance of a large number of court decisions in the past year has resulted in many new employment issues which affect both employers and employees. Counsel and Human Resources professionals must be aware of these new issues when representing their clients and developing policies and procedures for the workplace. We will address what's hot, what's not, and what all the fuss is about by summarizing some of these new laws, decisions and trends.

### **Social Media: The Impact of Facebook and Google on the Workplace**

With predictions that Facebook will have 1 billion users by September 2012, employers need to understand the benefits and risks of using social media in making workplace decisions. This presentation provides practical answers to the most challenging social media questions that employers are currently facing, such as: Should you have a social media policy? Is it possible to draft one that complies with the NLRA's requirements? What are the risks to researching applicants and employees online? Should managers be permitted to "friend" subordinates? When should you discipline or terminate an employee based upon Facebook postings? We will provide answers to these questions and address the legal ramifications of making employment decisions based upon employees' use of social media.

### **The Fair Labor Standards Act: Are You in Compliance?**

It is essential for all supervisors, in addition to the Human Resources' staff, to understand how to comply with the FLSA and equivalent state laws -- particularly with the explosion of FLSA litigation in recent years. Employers need to train new and retrain current supervisors on these laws to ensure complete and correct compliance. Our presentation covers a variety of FLSA key-topics, including but not limited to, travel time, preliminary and postliminary work, meal and rest periods, the "*de minimus*" concept, waiting time and the continuous workday rule. We will review the differences between class and collective actions and the practical consequences of both. We will also discuss the practical costs and consequences of FLSA litigation and, perhaps more importantly, how to avoid it.

