The Nashville office of
OGLETREE DEAKINS

presents a complimentary
EMPLOYMENT LAW BRIEFING

An informative and educational briefing to address the latest labor and employment law topics impacting all employers

LOCATION
Omni Nashville Hotel
250 Fifth Avenue South
Nashville, TN 37203
(615) 782-5300

DATE AND TIME
Wednesday, September 30, 2015
8:30 a.m. - 10:45 a.m.
(Registration and breakfast begin at 8:00 a.m.)

COST
Complimentary
(Continental breakfast and program materials are included.)

REGISTRATION
Register online at www.ogletreedeakins.com or contact Michele Scott at (615) 687-2226 or michele.scott@ogletreedeakins.com.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Tennessee CLE credit.
8:00 - 8:30 a.m.  REGISTRATION AND BREAKFAST

8:30 - 9:30 a.m.  THE ADA AND FMLA—SO MANY QUESTIONS, SO MANY ANSWERS
The Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) continue to pose challenges for employers. Numerous questions have been raised in the past few years about an employer’s changing obligations. During this thorough session, we will answer many of those questions, including:

- Has the FMLA been superseded by changes to the ADA?
- Is ADA leave protected?
- How can employers manage issues of fraud and abuse?
- Can employers revise medical certification forms, and, if so, how?
- How do employers deal with exempt-level employees and erratic schedules?

**Presenters:** Jonathan O. Harris and Luther Wright, Jr.

9:30 - 9:45 a.m.  BREAK

9:45 - 10:45 a.m.  TIED UP IN OVERTIME: HOW NEW FLSA EXEMPTION RULES COULD CHANGE THE GAME & WHAT YOU NEED IN YOUR PLAYBOOK NOW TO WIN
In response to a directive to take steps to increase the number of people who are eligible for overtime, the U.S. Department of Labor (DOL) has proposed revisions to the Part 541 overtime regulations that define the executive, administrative, professional, outside sales, and computer employee exemptions from the overtime and minimum wage requirements contained in section 13(a)(1) of the Fair Labor Standards Act. Once finalized, the regulations will decrease the number of individuals who can qualify for an overtime exemption and create a number of administrative and operational challenges for employers. This informative session will discuss what employers need to know about the proposed regulations and identify the steps employers should take now to be prepared.

**Presenters:** Wendy V. Miller and Elizabeth S. Washko