



2018 Legal Conference
Sponsored by Incipio & Fisher Phillips
6.0 PDCs

University of Louisville Delphi Center, 310 N. Whittington Parkway, Louisville, KY

July 10, 2018

8:00 a.m. - 8:30 a.m.

Registration & Breakfast

8:30 a.m. - 8:45 a.m.

Welcome & Sponsor Remarks

8:45 a.m. - 10:00 a.m. (1.25 PDCs)

Opioids & Medical Marijuana in the Workplace: An Update

Cynthia Doll, Fisher Phillips

Attendees will learn how to implement drug policies and testing that effectively address opioid use and abuse. Participants will gain knowledge about how to be compliant with various legal requirements imposed by OSHA, the ADA, the Family and Medical Leave Act, and other statutes. Learn how to create a workplace that adheres to the safety standards while dealing with employees abusing opioids and the pitfalls that go along with their behavior.



Cynthia Blevins Doll is a partner in the Louisville office of Fisher Phillips and has more than 25 years of labor and employment experience. She represents employers in employment litigation of all types in the federal and state courts, and she counsels them on compliance with the law in such areas as Family and Medical Leave Act (FMLA), employment discrimination, Americans with Disabilities Act (ADA), Title VII, wrongful termination, asbestos premises liability, wage and hour issues, reductions in force and sexual and racial harassment. Cynthia frequently litigates non-compete and trade secret disputes and also assists clients in their prevention efforts by conducting employee training and preparing handbooks and policies for the workplace.

10:00 a.m. - 10:15 a.m.

Break and Sponsor Visits

10:15 a.m. - 12:00 p.m. (1.75 PDCs)

In Case of Emergency: The Aftermath

George Adams, Fisher Phillips (Legal)

Todd Logsdon, Fisher Phillips (OSHA)

Barry Wilkerson, Chief of Police for St. Matthews

Bill Konwiczka, former CTA Acoustics HR Director

Panel members will discuss topics such as workers compensation issues; what happens if managers don't make the right call, liability insurance; civil suits; continuation of operations; and conceal/carry issues. Attendees will learn how to deal with an active shooter with tips from a police officer. Gain an understanding of how to deal with an emergency from both legal and

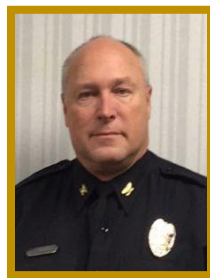
OSHA perspectives. Attendees will learn first-hand experience of how the explosion and fire at CTA Acoustics in 2013 was handled with a presentation from the previous HR manager.



George Adams is a partner in the Louisville office of the law firm of Fisher Phillips, which he and three other partners founded in 2009. His practice is devoted to advising and representing employers regarding labor and employment law matters. He represents employers in a variety of forums, including state and federal courts and before administrative agencies. George is a founding board member of SISHRM and helps employers minimize risk and manage crises through day-to-day counseling, management training and compliance advice. He also helps companies remain union free through counseling, training and responding to union organizing activity.



Todd Logsdon is a partner in the Louisville office of the law firm of Fisher Phillips, where his practice is devoted to advising and representing employers regarding labor and employment law matters. He represents employers in a variety of forums, including state and federal courts and before administrative agencies. Todd accrued many years of practical experience prior to his legal career working in manufacturing with responsibilities for Human Resources and Safety. He has a particular emphasis on OSHA issues including contesting and litigating OSHA citations, representing employers during OSHA inspections/investigations, OSHA compliance audits and defending whistleblower/retaliation claims, as well as discrimination, FMLA, wage and hour and covenants not to compete.



Barry Wilkerson is Chief of the St. Matthews Police Department. Wilkerson is a law enforcement executive with over 27 years of overall experience and 20 years as a commander. As chief of SMPD, he oversees a department with an annual budget of \$6 million and a staff of 40 sworn members serving approximately 17,500 residents. Chief Wilkerson started his law enforcement career in 1989 with the former JCPD. He was one of the first officers to bring active shooter training to the area. He is a graduate of the University of Louisville and holds a Bachelor of Science degree in Police Administration. He is also a graduate of the Southern Police Institute's Administrative Officers Course and the Federal Bureau of Investigation (FBI) National Academy.



Bill Konwiczka is the HR Director for Scotty's Contracting & Stone in Bowling Green, KY. He has over 40 years of diverse HR experience covering plant, division and corporate experience. Bill received his Bachelor of Science degree in Organizational Behavior from Bowling Green State University (Ohio) in 1972 and completed his Masters of Science coursework in Organization Development at BGSU as well. Bill has been a member of SHRM most of his career and is accredited as a Senior Professional in Human Resources (SPHR) as well as a Senior Certified Professional (SHRM-SCP). Bill was HR Manager at CTA Acoustics for only a couple of months when tragedy struck in February of 2003. He is here today to present to you "Lessons Learned" from this devastating event.

12:00 p.m. – 1:00 p.m.

Lunch and Networking / Sponsor Visits

1:00 p.m. – 2:30 p.m. (1.5 PDCs)

Are You Sure It's Welcome?

Toni Ahl, EEO Advantage, LLC

Lynn Ingmire, Essential HR Partners, LLC

Harold Ingmire, Whip Mix Corporation

John Bachmann,
Katherine Garbarino, Fisher Phillips

Unscripted role play dealing with sexual harassment and retaliation from an HR point of view, EEOC viewpoint, and legal perspective.



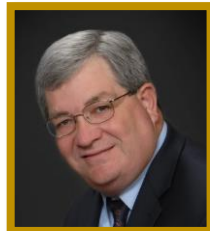
Katherine Garbarino is Of Counsel in the Louisville office of Fisher Phillips. Her practice is focused primarily on employment litigation, involving claims brought in state and federal courts and before the Equal Employment Opportunity Commission (EEOC), under Title VII of the Civil Rights Act of 1964, the Kentucky Civil Rights Act, the American with Disabilities Act (ADA), federal and state wage and hour laws, and other federal and state employment laws. Katherine was part of a team that took an ADA case all the way to the U.S. Supreme Court.



Toni Ahl is the President of EEO Advantage LLC which provides consulting and training regarding the laws enforced by the Equal Employment Opportunity Commission (EEOC) as well as diversity. She conducts investigations for various organizations and groups. She was formerly a Senior Investigator with the EEOC for over 30 years. Toni contracts with EEOC to teach classes for the Office of Federal Operations including its class for new Federal Investigators. Toni is an active member of Louisville SHRM. She is on the Board of the Center for Accessible Living, where she serves as Vice Chair. Toni has a B.A. in Psychology from the University of Louisville.



Lynn Ingmire has over 30 years of HR experience. She has worked in various types of organizations including manufacturing, distribution/transportation, food processing and education, in small and large companies, in both union and non-union environments. Throughout her career, she has been responsible for the full range of HR functions. She has taught online HR classes for the National Rural Electric Cooperative Association as well as served as a speaker at their HR conferences. She has been a presenter at the KYSHRM State Conference as well as ILG and NBI. She facilitated study groups through LSHRM for those preparing for certification, as well as taught certification classes through Bellarmine University in Louisville.



Harold Ingmire is the HR Director at Whip Mix Corporation. He has 15 years of labor relations experience in food processing and automotive industry, 18 years as an HR generalist at the director level in a non-union environment, and 31 years in industrial safety, hygiene, and ergonomics. His specialties include manufacturing employee relations, team building and training, ergonomics, industrial safety/hygiene, compensation, benefits, workers' compensation, and union negotiations.



John Bachmann is a Louisville native and a proud graduate of UK; he holds a bachelor's degree in Personnel and Industrial Relations (aka Human Resources). His first role was as a Production Supervisor with Frito Lay, as part of their college recruitment program. That great training and experience led John to a position with a Louisville-based manufacturing company (start-up), serving as both the HR Manager and co-Production Manager. John is a HR Business Partner and People Leader with an Ohio-based company that recently went international. He is a current member and past president of LSHRM. John is also a member of SHRM and holds both the SPHR and SHRM-SCP certifications.

2:30 p.m. – 2:45 p.m.
Break and Sponsor Visits

2:45 p.m. – 4:15 p.m. (1.5 PDCs)

NLRB & Social Media Update

Tom Birchfield, Fisher Phillips

Some of the topics covered will include union avoidance; anti-harassment and discrimination policies; and if you changed your policies for the NLRB, what now? This session will include case studies. Gain knowledge about NLRB case reversals, policy shifts and the effect of the Trump administration on the NLRB. Attendees will learn labor law developments for both union and non-union employers. An update on the NLRB's stance on social media and employees rights with case studies provided.



Tom Birchfield is the managing partner of the Louisville office of Fisher Phillips, which he helped open for the firm in 2009. Prior to 2009, he was the chairperson of the labor and employment practice group of a large regional law firm. Tom has represented employers exclusively for over 25 years in federal and state courts and before various administrative agencies throughout the nation. Tom assists employers with their employment practices liability prevention efforts by conducting training, counseling, reviewing and revising policies and preparing severance agreements. Tom also represents companies in collective bargaining, arbitrations and proceedings before the National Labor Relations Board.

4:15 p.m.

Conference adjourns

4:30 – 6:30 p.m.

HR Connect Networking Event

*Stay to meet the speakers and sponsors,
and enjoy drinks and appetizers*