

Labor & Employment Law Symposium

October 24, 2013

Agenda

- 3:00 – 3:30 p.m. Registration
- 3:30 - 4:00 p.m. **Managing Attendance in the Face of the Americans with Disabilities Act (ADA), Americans with Disabilities Act Amendments Act (ADAAA), and Family and Medical Leave Act (FMLA)**
Amy L. Blaisdell and Melanie A. Renken
- 4:00 – 4:30 p.m. **Get Your House in Order Before the DOL Comes Knocking - What You Need to Know Before a Family and Medical Leave Act (FMLA) or Fair Labor Standards Act Investigation (FLSA)**
Kevin T. McLaughlin and Molly R. Batsch
- 4:30 – 5:00 p.m. **Other Hot Topics in Labor & Employment Law**
T. Chris Bailey and Marcus C. Wilbers
- 5:00 p.m. Cocktail Reception

Continuing Education Credits

1.8 MO CLE; 1.5 HR Recertification Credit

This program, ORG-PROGRAM-155487, has been approved for 1.5 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

Greensfelder, Hemker & Gale, P.C.
www.greensfelder.com

St. Louis, Missouri
(314) 241-9090

Chicago, Illinois
(312) 419-9090

Belleville, Illinois
(618) 257-7308

Labor & Employment Law Symposium

October 24, 2013

Speaker Biographies



Amy L. Blaisdell

Officer
apb@greensfelder.com

Amy Blaisdell is leader of the Labor and Employment Practice Group and focuses her practice in absence, leave and disability management and in the defense of employment, employee benefits, ERISA, and class action wage and hour litigation. Her class action litigation experience includes the handling of complex matters involving both opt-out and opt-in claims.

Ms. Blaisdell has defended lawsuits arising under the Americans with Disabilities Act of 1990 (ADA), Family and Medical Leave Act of 1993 (FMLA), and Employee Retirement Income Security Act of 1974 (ERISA) in courts throughout the country. She routinely defends claims arising under Title VII of the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act of 1967 (ADEA), and the Fair Labor Standards Act of 1938 (FLSA), as well as other federal and state laws.

As a compliment to her litigation practice, Ms. Blaisdell also provides her clients with practical day-to-day human resources and employee benefits advice. Ms. Blaisdell was named one of St. Louis' Up & Coming Lawyers by *Missouri Lawyers Weekly* in 2009 and a *Missouri and Kansas Super Lawyer* in 2011. She is also a frequent presenter and writer on topics surrounding such issues as managing employee absence, compliance with the ADA, ADAAA, FMLA, and state leave laws, as well as anti-discrimination and anti-harassment.



Melanie A. Renken

Associate
mar@greensfelder.com

Melanie Renken regularly represents employers in both state and federal court, in mediations, and before various administrative agencies, including the Equal Employment Opportunity Commission. Her practice includes all areas of labor and employment law. She has defended clients against charges and lawsuits alleging violations of Title VII, the Age Discrimination in Employment Act ("ADEA"), the Americans with Disabilities Act ("ADA"), the Fair Labor Standards Act ("FLSA"), the Employee Retirement Income Security Act ("ERISA"), state anti-discrimination statutes, workers' compensation anti-retaliation statutes, and various other employment statutes. In addition, her practice includes handling disputes for brokerage firms that arise with their former and current registered representatives, including claims that arise in connection with a broker's termination.

Ms. Renken also provides day-to-day advice for clients on issues ranging from compliance with the Family and Medical Leave Act ("FMLA"), to best practices for preventing employee union organizing. In addition, she advises clients on everyday matters such as terminating employees, non-competition agreements, wage and hour issues, and accommodating employees with disabilities.

Labor & Employment Law Symposium

October 24, 2013

Speaker Biographies



Kevin T. McLaughlin

Officer
ktm@greensfelder.com

Kevin McLaughlin is a member of Greensfelder's Board of Directors. His practice includes providing counsel to management with respect to union relations, labor arbitrations and collective bargaining agreements. Mr. McLaughlin's litigation practice is concentrated in the area of defending employers and management in employment discrimination lawsuits, ERISA litigation and demands for arbitration, as well as lawsuits concerning non-competition and confidentiality agreements. He also defends charges of discrimination brought before federal, state and local administrative agencies.

Mr. McLaughlin is a frequent lecturer on topics concerning employee discipline and wage/hour issues. His daily practice includes assisting clients in their handling of employee discipline and termination. He also advises clients on compliance with employment laws such as Title VII, ERISA, the Americans with Disabilities Act (ADA), the Family & Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), and Wage & Hour laws, as well as their state law counterparts. Mr. McLaughlin also provides guidance to clients in conducting internal investigation of employee complaints of harassment and frequently addresses day-to-day human resources and employee benefits questions. He works with clients on their employee handbooks, personnel policies, employment agreements, separation agreements, and restrictive covenants.



Molly R. Batsch

Associate
mrb@greensfelder.com

Molly Batsch is an attorney in Greensfelder's Labor and Employment Practice Group and represents clients in both state and federal court, mediations, and arbitrations. Ms. Batsch's litigation practice is concentrated in the area of defending employers and management in employment discrimination litigation, wage and hour litigation, and ERISA litigation. She also defends charges of discrimination brought before federal and state administrative agencies.

Ms. Batsch provides daily advice and guidance to clients on a variety of issues, including employee discipline, internal investigations of employee complaints, internal compliance audits, and wage and hour issues – including employee garnishments. She also works with clients to prepare and/or revise employee handbooks, personnel policies, and employment and separation agreements.

Labor & Employment Law Symposium

October 24, 2013

Speaker Biographies



T. Christopher Bailey

Officer
tcb@greensfelder.com

Chris Bailey advises employers of all sizes in a variety of employer-employee issues. He devotes a substantial portion of his practice advising employers on litigation avoidance and human relations issues. Mr. Bailey also has extensive experience drafting and litigating non-competition, non-solicit and non-disclosure agreements.

In addition, Mr. Bailey litigates various employer-employee disputes, in particular employment discrimination/harassment litigation. His experience includes appearances before the EEOC, NLRB, OSHA, Missouri Human Rights Commission and Illinois Department of Human Rights.

Mr. Bailey served as City Prosecutor for the City of Black Jack, Missouri for three years prosecuting cases in municipal and circuit court. Prior to joining the Firm, Mr. Bailey served as a police officer for the City of University City, Missouri, for seven years.



Marcus C. Wilbers

Associate
mcw@greensfelder.com

Marcus Wilbers represents clients in a variety of matters, including labor negotiations and disputes, ERISA benefit plan disputes, drafting employee handbooks and drafting and litigating covenants not to compete. He also defends charges of discrimination, including those brought by federal, state and local administrative agencies.

Mr. Wilbers has been involved in various aspects of litigation, including written and oral motion practice and complex discovery disputes in both state and federal courts. He also has experience defending medical malpractice claims at the trial and appellate court levels, including the Missouri Supreme Court.

Labor & Employment Law Symposium

October 24, 2013

Additional Members of Labor & Employment Department



Kathi L. Chestnut

Officer

klc@greensfelder.com

Kathi Chestnut is an Officer in the Litigation and Labor and Employment Practice Groups and a former member of the Firm's Board of Directors. Ms. Chestnut does substantial work in the area of employment litigation. This includes the defense of employment discrimination cases, employment-related disputes including contract and non-compete disputes, and ERISA litigation. She also assists companies with handling critical employee-related issues such as discipline, termination, and compliance with federal and state discrimination laws.

With her strong commitment to continuing legal education, Ms. Chestnut has written and edited many books for attorneys and trial judges. In addition, various state and local Bar Associations frequently invite her to Continuing Legal Education Seminars to speak on employment, civil trial and appellate practice issues. She has also served as a faculty member for the Missouri Organization of Defense Lawyers' Annual Trial Academy.



Dennis G. Collins

Officer

dgc@greensfelder.com

Dennis Collins is the Chair of the Labor and Employment Practice Group. He has represented employers throughout the United States in the defense of employment discrimination matters, including class action claims, for more than 25 years.

Mr. Collins has experience in developing preventive labor measures designed to insure and maintain non-union status in directing campaigns when a union petition is filed. He has lectured nationally on "Maintaining Non-Union Status Within the Health Care Industry." He has successfully represented employers throughout the United States in union organizing campaigns.

He also has experience handling labor and employment issues arising out of institutional mergers, closings and relocations, and represents employers in all matters before the National Labor Relations Board, the Equal Employment Opportunity Commission, State Agencies throughout the United States and the Department of Labor. Mr. Collins represents employers in arbitration matters and in the negotiating of collective bargaining agreements.

As a former trial attorney with the Equal Employment Opportunity Commission and the National Labor Relations Board, Mr. Collins is versed with the manner in which the government will analyze and prosecute employment discrimination matters. Mr. Collins has lectured nationally on minimizing exposure from employment discrimination claims and on preventive labor practices which will avoid employment litigation claims.



Thomas F. Hennessey

Of Counsel

th@greensfelder.com

Tom Hennessey is Of Counsel in the Litigation and Labor Practice Groups. He represents clients in the areas of complex litigation, labor and employment litigation and counseling, construction litigation and personal injury defense litigation. He has represented clients in employment matters before state and federal agencies including the National Labor Relations Board, Illinois State Labor Relations Board, Illinois Educational Labor Relations Board, Equal Employment Opportunity Commission and Illinois Department of Human Rights.

Mr. Hennessey is a member of the Electronic Discovery Practice Group and provides advice to clients on computer forensics including data recovery and analysis issues. He is a retired Colonel in the Air Force Reserve and taught at the Air Force Judge Advocate General School on a wide range of subjects including electronic document management and discovery, the reemployment rights of members of the Reserves and National Guard, and trial advocacy. Additionally, he was an advisor to the Air Force Judge Advocate General Corps on the development and implementation of Information Technology policy, including the development and implementation of Information Technology training programs for Air Force lawyers and paralegals. Mr. Hennessey is also an FCC licensed Amateur Radio Operator.



Jill K. Luft

Officer

jll@greensfelder.com

Jill Luft is an Officer in the Labor and Employment Practice Group. She also is a member of the Firm's Board of Directors and serves on the Firm's Executive Committee. Ms. Luft's litigation practice is concentrated in the area of defending employers and management in employment discrimination lawsuits and demands for arbitration. She also defends charges of discrimination brought before federal, state and local administrative agencies.

Ms. Luft assists clients in handling issues concerning employee discipline and termination. She advises clients on compliance with employment laws such as Title VII, the Americans with Disabilities Act (ADA), the Family & Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), and Wage & Hour laws, as well as their state law counterparts. She also provides guidance to clients in conducting internal investigation of employee complaints of harassment and provides practical answers to day-to-day human resources questions. Ms. Luft assists clients with issues concerning employee handbooks, personnel policies, employment agreements, separation agreements, and restrictive covenants.



Mary Beth Ortbals
Of Counsel
mbo@greensfelder.com

Mary Beth Ortbals has experience in employment law litigation representing employers in matters before federal and state courts, the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Department of Labor.

She regularly advises employers concerning human resource issues, assists in the development of employment policies, and presents training seminars on employment and labor topics. Ms. Ortbals also has substantial experience in representing employers in developing union avoidance strategies in union organizing campaigns.

During the course of her diverse career, Ms. Ortbals was an Instructor in Legal Research and Writing and an Assistant Professor of Torts at St. Louis University School of Law and Associate Director of Development at Maryville University. She also served as an Administrative Judge for the EEOC.



William A. Schmitt
Officer
was@greensfelder.com

Bill Schmitt is an Officer in the Labor and Employment and Litigation Practice Groups. He represents clients in commercial and complex tort litigation, as well as labor and employment law. His litigation experience includes defense of personal injury suits in the areas of products liability, industrial accidents, professional and general negligence cases. He has extensive experience in litigation involving industrial and farm equipment, as well as in the mining, oil refining and transportation industries. Mr. Schmitt also has experience handling commercial insurance litigation.

Mr. Schmitt has experience handling wrongful discharge, discrimination, ERISA, OSHA and other employment-related litigation in the federal and state courts, as well as before the EEOC, Department of Labor and other administrative agencies.



Camille P. Toney
Associate
ct@greensfelder.com

Camille Toney is an Associate in the Labor & Employment Practice Group. Her practice includes counseling clients concerning all issues related to labor and employment law, including labor negotiations and disputes, employee discipline, employment discrimination, wage and hour issues, handbooks, and restrictive covenants.

While attending University of Alabama School of Law, Ms. Toney was heavily involved in student organizations, including American Constitutional Society (President), Phi Alpha Delta, Law Fraternity International (Vice Chair), the Bench and Bar Legal Honor Society (only 15% of student body), and the Black Law Student Association. She also was research assistant to Professor Susan Pace Hamill, a highly regarded business law and tax law authority.