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The Florida Bar Continuing Legal Education Committee and
the Labor and Employment Law Section present

Labor & Employment Law Section Audio Webcast Series 2016-2017 (2235R)

COURSE CLASSIFICATION: INTERMEDIATE LEVEL

AUDIO WEBCAST PRESENTATION DATES:

February 15, 2017; March 7, 2017; April 11, 2017; May 2, 2017

12:00 noon - 12:50 p.m.



Course No. 2235R

February 15, 2017

12:00 noon – 12:50 p.m.

ADA and Website Accessibility (2239R)

THE ADA compliance issue: what happens when websites and apps are inaccessible? Learn about the new wave of litigation developing under Titles II and III of the Americans with Disabilities Act attacking the accessibility of the public websites of private companies and public/government agencies. The U.S. Department of Justice has long taken the position that websites of places of public accommodation need to be accessible for individuals with disabilities. With increasing frequency, the DOJ has pursued enforcement actions and regulatory development focused on making websites and, most recently, mobile applications accessible. These developments span virtually all major industries, including, among others: retail, real estate, hospitality and lodging, finance, sports/entertainment, and academia. Our panel will discuss the differing court views on accessibility and the ADA, as well as cases the DOJ has brought; website accessibility litigation against business entities in the private sector; and technical aspects and steps necessary for websites and applications to meet the current compliance standards.

Cynthia N. Sass, Law Offices of Cynthia N. Sass, P.A., Tampa
Amanda Maisels, Deputy Chief, Disability Rights Section,
U.S. Department of Justice

Kara Noreika, AccSass Consulting, LLC, Tampa

March 7, 2017

12:00 noon – 12:50 p.m.

Handling Wage & Hour Inspections by the DOL (2240R)

David Spalter will discuss the rules and law relating to DOL inspections and offer strategies for employers. He will also address how plaintiff's counsel can work in conjunction with the DOL in prosecuting claims against the FLSA.

David H. Spalter, Jill S. Schwartz & Associates, P.A.,
Winter Park

April 11, 2017

12:00 noon – 12:50 p.m.

EEO Updates and Trends (2241R)

Heather Owen will discuss the evolving goals of the EEOC and how its positions are being addressed by the courts. This session will cover the EEOC's administrative actions, emerging law relating to pregnancy discrimination, LGBT and gender discrimination, and religious and disability discrimination.

Heather A. Owen, Constangy, Brooks, Smith &
Prophete, L.L.P., Jacksonville

May 2, 2017

12:00 noon – 12:50 p.m.

Social Media Under Florida's Public Employees Relations Act (2238R)

SSocial media has experienced exponential growth in recent years, and this growth shows no signs of abating. Issues involving employees' use of social media and employers' ability to control this use have escalated as well. Given the rapidly changing landscape, the legal resolution of these issues is often unclear. Speakers Stephen Meck and Gregg Morton will discuss the law established for Florida public employees by the Public Employees Relations Commission (PERC), in the context provided in the private sector by the National Labor Relations Board (NLRB). The speakers will address the constitutional protections applicable to social media and the type of employee statements that are legally protected.

Gregg Riley Morton, Public Employees Relations Commission,
Tallahassee
Stephen A. Meck, Carson & Adkins, Tallahassee

AUDIO WEBCAST

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LIVE AUDIO WEBCAST REGISTRATION FEE

February 15, 2017

ADA and Website Accessibility (2239RR)

- Registration Fee: \$50

TO REGISTER ON-LINE:

www.tinyurl.com/FloridaBarCLE2239R

April 11, 2017

EEO Updates and Trends (2241R)

- Registration Fee: \$50

TO REGISTER ON-LINE:

www.tinyurl.com/FloridaBarCLE2241R

March 7, 2017

Handling Wage & Hour Inspections by the DOL (2240RR)

- Registration Fee: \$50

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www.tinyurl.com/FloridaBarCLE2240R

May 2, 2017

Social Media Under Florida's Public Employees Reslations Act (2238R)

- Registration Fee: \$50

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www.tinyurl.com/FloridaBarCLE2238R

Reduced Rate: Entire Audio Webcast Series (2235R)

- Registration Fee: \$175

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www.tinyurl.com/FloridaBarCLE2235R



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(includes Electronic Course Material)

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