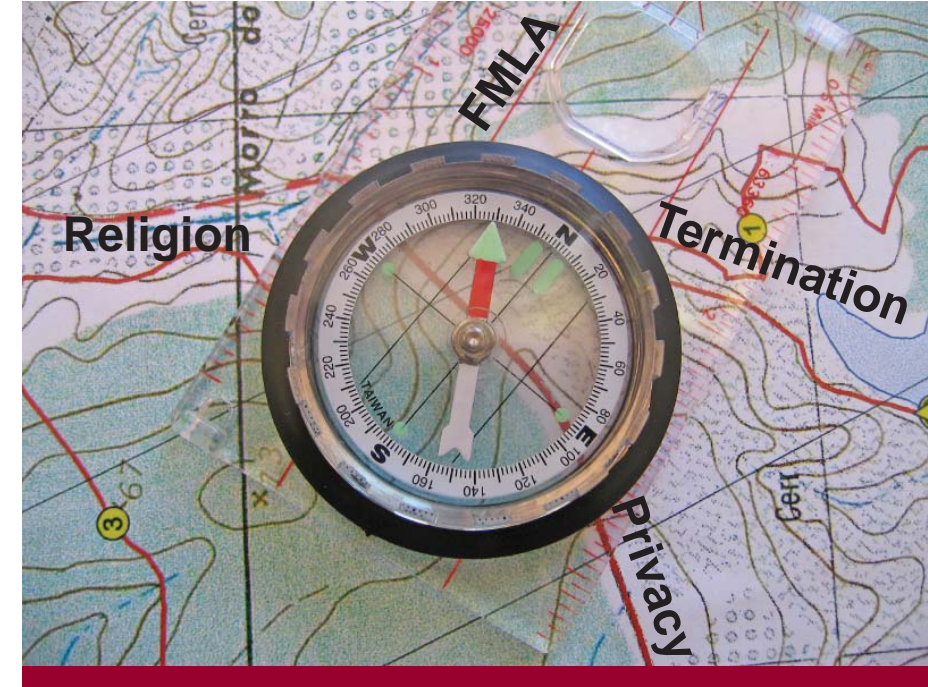


About the Firm

Tracing its roots to 1871, Bradley Arant Boulton Cummings LLP (BABC) is a client-driven law firm. With more than 360 attorneys, we are the largest law firm with a major presence in Alabama, one of the largest with a major presence in Tennessee, and one of the largest in the South. We maintain seven offices strategically located in Alabama, Mississippi, North Carolina, Tennessee, and the District of Columbia.

BABC's Labor and Employment Practice Group represents employers in all issues arising under state and federal labor, employment and occupational health and safety laws. We help our clients avoid claims by implementing appropriate employment policies and procedures, such as employee handbooks and policy and procedure manuals, affirmative action plans, as well as policies addressing harassment, the Family and Medical Leave Act and alternative dispute resolution (ADR). Our lawyers are frequently called on for immediate advice regarding proposed terminations, reductions in force, strikes, picketing, plant closings, workplace violence, FLSA issues, ADA accommodation requirements, OSHA inspections, employee benefit programs, workers' compensation claims, immigration issues, non-competition agreements and any other issue arising in the workplace. When litigation can't be avoided, we represent our clients in court and before administrative agencies.

Please visit www.babc.com for more information or call 205.521.8000.



Navigating Labor & Employment Law: *Mapping your Company's Route*

Wednesday, April 8, 2009

The Wynfrey Hotel
1000 Riverchase Galleria
Birmingham, AL 35244

Labor and Employment Seminar Details

Date: Wednesday, April 8, 2009
Agenda: 7:30 a.m. Breakfast and Registration
8:00 a.m. - 12:15 p.m. Program
12:15 p.m. - 1:30 p.m. Lunch & Keynote Speaker
Location: The Wynfrey Hotel
1000 Riverchase Galleria
Birmingham, AL 35244

No fee to attend
Complimentary breakfast & lunch
Seating is limited

This course has been approved by the Human Resource Certification Institute (HRCI) for 4.0 hours of Continuing Education Credit. Attendance at the entire seminar is required in order to receive full credit.

Keynote Speaker: Congressman Artur Davis

U.S. Representative Artur Davis will present a "Legislative Update." Davis was reelected in 2008 to serve his fourth term in the U.S. House of Representatives. He represents Alabama's Seventh Congressional District, a twelve-county area that spans from Birmingham and Tuscaloosa to the Black Belt.

To Register

RSVP by Wednesday, April 1 to rsvp@babbc.com.

Additional Seminar Locations

If you are unable to attend the Labor and Employment seminar in Birmingham, Bradley Arant Boult Cummings will be hosting this seminar in additional cities. See below for available dates.

April 14 The Westin
Huntsville, AL*

May 8 Embassy Suites/Cool Springs
Nashville, TN*

Email sheaton@babbc.com for additional details.

*Please note the keynote speaker will be different in each location.

Seminar Topics

Privacy Matters for the Modern Employer

The Supreme Court has described the right to privacy - the "right to be left alone" - as the most comprehensive and the most valued right of civilized men and women. *Olmstead v. U.S.*, 277 U.S. 438, 479 (1928). Employers must understand and respect this at every phase of the employment relationship, from the initial interview to furnishing job references for former employees. This segment reviews employee privacy rights over a broad range of circumstances and events that arise in the employment relationship.

The Ten Commandments of Religious Accommodation

We will look at recent trends in cases in employer accommodation of employee religious practices. Topics covered will include the measures an employer must take in scheduling around religious holidays and services; what an employer must do about meeting an employee's request for modifications in the dress code due to religious practices; and cases involving conflicts between an employer's business policies and an employee's spiritual tenets.

Properly Executing the Termination Decision

Employers, particularly in this challenging economic environment, have the unenviable task of terminating employees. Employers have traditionally received very little or no guidance in how to effectively handle the termination process. This presentation will cover issues ranging from documentation of the termination decision, how to effectively communicate the decision to the employee and how to avoid the pitfalls that often lead to post-termination administrative charges and lawsuits.

Taking Advantage of the New FMLA Regulations

Administering FMLA is a difficult task. The new regulations that went into effect in January contain some small (very small) aids for employers. Among other things, we will discuss how to set up a notification system that complies with the law (and doesn't drive you crazy), legal perfect attendance bonuses, permissible calls you can make to the employee's doctor, and medical certifications/recertifications/fitness for duty releases.

About the Speakers



Warne Heath, a partner in the Huntsville office, defends federal employment discrimination claims, including claims of race, sex, disability and age discrimination. He also handles worker's compensation and employment claims predicated on state law tort and contract theories.

Will Manuel, a partner in the Jackson office, handles cases for employers, including claims under Title VII, §§ 1981 and 1983, the FLSA, WARN and state law. Although Will focuses primarily on preparing and trying cases, he also works with administrative agencies such as the EEOC and the Workers Compensation Commission. Will also works with clients to develop strategies and policies to avoid claims.



Luther Wright, a partner in the Nashville office, represents management in employment litigation, as well as wrongful discharge, employee assaults on supervisors, Fair Labor Standards Act claims, union arbitrations and independent contractor disputes.

Anne Yuengert, a partner in the Birmingham office, defends claims of discrimination (including race, gender, age, and disability), harassment, FMLA and wrongful discharge. Anne also helps clients avoid litigation by training supervisors, analyzing proposed reductions in force, drafting employment contracts, policies and handbooks, as well as advising on USERRA, FMLA and ADA compliance problems.

