



THE
FLORIDA
BAR
CLE

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

Practicing Before State Labor and Employment Agencies

COURSE CLASSIFICATION: INTERMEDIATE LEVEL

One Location: Friday, April 1, 2016

University Center Club at Florida State University
FSU Doak Campbell Stadium • University Center, Building B
Tallahassee, FL 32306 • (850) 644-8528



Course No. 2042R

Join this April 1st conference hosted by The Florida Bar Labor and Employment Law Section involving the Florida Commission on Human Relations (FCHR), Florida Ethics Commission, Division of Administrative Hearings (DOAH), Florida Public Employees Relations Commission (PERC), Florida Department of Economic Opportunity (DEO), the Reemployment Assistance Appeals Commission (RAAC), and the First District Court of Appeal.

8:30 a.m. – 8:50 a.m.

Late Registration

8:50 a.m. – 9:00 a.m.

Welcome and Introductions

Robert J. Sniffen, Program Co-Chair, Sniffen & Spellman P.A., Tallahassee
Amanda Neff, Program Co-Chair, Reemployment Assistance Appeals Commission, Tallahassee

9:00 a.m. – 9:50 a.m.

FCHR – The Investigative Process

Moderator: Robert J. Sniffen, Program Co-Chair, Sniffen & Spellman P.A., Tallahassee

FCHR Panelists:

Cheyenne Costilla, General Counsel, Florida Commission on Human Relations, Tallahassee
David Organes, Assistant General Counsel, Florida Commission on Human Relations, Tallahassee
Emily Davis, Employment Investigations Manager, Florida Commission on Human Relations, Tallahassee
Brooke Yurgel, Employment Investigations Manager, Florida Commission on Human Relations, Tallahassee

9:50 a.m. – 10:20 a.m.

FCHR – Review of Recommended Orders

Moderator: Robert J. Sniffen, Program Co-Chair, Sniffen & Spellman P.A., Tallahassee

FCHR Panelists:

James H. Mallue, Senior Attorney, Florida Commission on Human Relations, Tallahassee

Commissioners TBD

10:20 a.m. – 10:30 a.m. **Break**

10:30 a.m. – 12:00 noon

Trying Employment Cases Before DOAH

Moderator: Richard E. Johnson, Tallahassee

DOAH Panelists:

Chief Judge Robert Cohen, Division of Administrative Hearings, Tallahassee
Judge Mary Li Creasy, Division of Administrative Hearings, Tallahassee
Judge John Newton, Division of Administrative Hearings, Tallahassee
Judge Suzanne Van Wyk, Division of Administrative Hearings, Tallahassee

12:00 noon – 1:00 p.m.

Lunch (Included in registration fee)

Virlindia Doss, Executive Director of the Florida Ethics Commission, Tallahassee

1:00 p.m. – 1:30 p.m.

PERC – Jurisdiction & Pre-hearing Process

Moderator: Robert Edward Larkin, III, Allen, Norton & Blue P.A., Tallahassee

PERC Panelists:

Gregg Morton, Hearing Officer, Public Employees Relations Commission, Tallahassee
Bill Salmon, Hearing Officer Public Employees Relations Commission, Tallahassee
Cameron Leslie, Deputy Clerk, Public Employees Relations Commission, Tallahassee

1:30 p.m. – 2:30 p.m.

PERC – Evidentiary Hearing & Appeals to the Commission

Moderator: Robert Edward Larkin, III, Allen, Norton & Blue P.A., Tallahassee

PERC Panelists:

Donna M. Poole, Chairwoman, Public Employees Relations Commission, Tallahassee
Gregg Morton, Hearing Officer, Public Employees Relations Commission, Tallahassee
Bill Salmon, Hearing Officer Public Employees Relations Commission, Tallahassee
Cameron Leslie, Deputy Clerk, Public Employees Relations Commission, Tallahassee

2:30 p.m. – 3:30 p.m.

DEO – Trying the Reemployment Assistance Case

Moderator: Eric J. Holshouser, Buchanan Ingersoll & Rooney, Jacksonville

RAAC Panelists:

Magnus D. Hines, III, Deputy Director for RA Services, Tallahassee
Emily Eineman, Chief of RA Appeals, Tallahassee
Sondra Timpson, OMC Manager, Tallahassee
Monica Jackson, Administrator, RA Appeals Office, Tallahassee

3:30 p.m. – 3:45 p.m. **Break**

3:45 p.m. – 4:15 p.m.

RAAC – Review of Referee Decisions

Moderator: Eric J. Holshouser, Buchanan Ingersoll & Rooney, Jacksonville

RAAC Panelists:

Frank E. Brown, Chairman, Reemployment Assistance Appeals Commission, Tallahassee
John W. Kunberger, Deputy General Counsel, Reemployment Assistance Appeals Commission, Tallahassee
Amanda Hunter, Clerk, Reemployment Assistance Appeals Commission, Tallahassee

4:15 p.m. – 5:00 p.m.

DCA Appeals of Agency Final Orders in Employment & Labor Cases

Michael P. Spellman, Sniffen & Spellman P.A., Tallahassee

Panelists:

Hon. Joseph Lewis, Jr., First District Court of Appeal, Tallahassee
Hon. Stephanie W. Ray, First District Court of Appeal, Tallahassee
Hon. T. Kent Wetherell, II, First District Court of Appeal, Tallahassee

5:00 p.m. – 6:00 p.m.

Reception Honoring New PERC

Commissioners (included in registration fee)

CLE CREDITS

CLER PROGRAM

(Max. Credit: 8.0 hours)

General: 8.0 hours

Ethics: 1.0 hour

CERTIFICATION PROGRAM

(Max. Credit: 8.0 hours)

Administrative Law: 8.0 hours

Labor & Employment Law: 8.0 hours

Seminar credit may be applied to satisfy CLER / Certification requirements in the amounts specified above, not to exceed the maximum credit. See the CLE link at www.floridabar.org for more information.

Prior to your CLER reporting date (located on the mailing label of your Florida Bar News or available in your CLE record on-line) you will be sent a Reporting Affidavit if you have not completed your required hours (must be returned by your CLER reporting date).

TO REGISTER**ON-LINE:**
www.floridabar.org/CLE**MAIL:**
Completed form with check**FAX:**
Completed form to 850/561-9413

REFUND POLICY: A \$25 service fee applies to all requests for refunds. Requests must be in writing and postmarked no later than two business days following the live course presentation or receipt of product. Registration fees are non-transferrable, unless transferred to a colleague registering at the same price paid. Registrants who do not notify The Florida Bar by 5:00 p.m., March 24, 2016 that they will be unable to attend the seminar, will have an additional \$100 retained. Persons attending under the policy of fee waivers will be required to pay \$100.

Register me for the "Practicing Before State Labor and Employment Agencies" Seminar

ONE LOCATION: (003) UNIVERSITY CENTER CLUB, TALLAHASSEE, FL (FRIDAY, April 1, 2016)

TO REGISTER OR ORDER AUDIO CD, DVD, OR COURSE BOOKS BY MAIL, SEND THIS FORM TO The Florida Bar, Order Entry Department, 651 E. Jefferson Street, Tallahassee, FL 32399-2300 with a check in the appropriate amount payable to The Florida Bar or credit card information filled in below. If you have questions, call 850/561-5831. ON-SITE REGISTRATION, ADD \$25.00. **On-site registration is by check only.**

Name _____ Florida Bar # _____

Address _____ Phone: () _____

City/State/Zip _____ E-mail* _____

**E-mail address is required to receive electronic course material and will only be used for this order.*

ABF: Course No. 2042R

ELECTRONIC COURSE MATERIAL NOTICE: Florida Bar CLE Courses feature electronic course materials for all live presentations, live webcasts, webinars, teleseminars, audio CDs and video DVDs. This searchable electronic material can be downloaded and printed and is available via e-mail several days in advance of the live presentation or thereafter for purchased products. Effective July 1, 2010.

REGISTRATION FEE (CHECK ONE):

- Member of the Labor and Employment Law, Administrative Law or Government Lawyer Sections: \$255
- Non-section member: \$295
- Full-time law college faculty or full-time law student: \$198
- Persons attending under the policy of fee waivers: \$100

Members of The Florida Bar who are Supreme Court, Federal, DCA, circuit judges, county judges, magistrates, judges of compensation claims, full-time administrative law judges, and court appointed hearing officers, or full-time legal aid attorneys for programs directly related to their client practice are eligible upon written request and personal use only, complimentary admission to any live CLE Committee sponsored course. Not applicable to webcast. (We reserve the right to verify employment.)

METHOD OF PAYMENT (CHECK ONE):

- Check enclosed made payable to The Florida Bar
- Credit Card (Fax to 850/561-9413; Email to registrations@flabar.org)
 - MASTERCARD VISA DISCOVER AMEX

Exp. Date: ____/____ (MO./YR.)

Signature: _____

Name on Card: _____ Billing Zip Code: _____

Card No. _____



Please check here if you have a disability that may require special attention or services. To ensure availability of appropriate accommodations, attach a general description of your needs. We will contact you for further coordination.

Enclosed is my separate check in the amount of \$40 to join the Labor and Employment Law Section. Membership expires June 30, 2016.

COURSE BOOK — AUDIO CD — DVD — ON-LINE — PUBLICATIONS

Private recording of this program is not permitted. **Delivery time is 4 to 6 weeks after 04/01/16. TO ORDER AUDIO CD / DVD OR COURSE BOOKS**, fill out the order form above, including a street address for delivery. **Please add sales tax.** Those eligible for the above mentioned fee waiver may order a complimentary audio CD in lieu of live attendance upon written request and for personal use only.

Please include sales tax unless ordering party is tax-exempt or a nonresident of Florida. If tax exempt, include documentation with the order form.

COURSE BOOK ONLY (2042M)
Cost \$60 plus tax
(Certification/CLER credit is not awarded for the purchase of the course book only.)
+ TAX \$ _____ TOTAL \$ _____

AUDIO CD (2042C)
(includes Electronic Course Material)
\$255 plus tax (section member)
\$295 plus tax (non-section member)
+ TAX \$ _____ TOTAL \$ _____

DVD (2042D)
(includes Electronic Course Material)
\$305 plus tax (section member)
\$355 plus tax (non-section member)
+ TAX \$ _____ TOTAL \$ _____

Related Florida Bar Publications can be found at <http://www.lexisnexis.com/shop/flabar/default.page>