

Thomasville Society for Human Resource Management
and
Thomas County Employer Committee
will be co-sponsoring

“Strange Days Indeed: Managing Employees During Difficult Economic Times”

W. Jonathan Martin
Constangy, Brooks & Smith
Macon, Georgia

Thomas County Employer Committee and Thomasville SHRM is pleased to partner with the national law firm, Constangy, Brooks & Smith, LLP, to present a seminar on changes in labor and employment law and how to manage employees during these difficult times.

Jonathan Martin is a managing partner in the Macon, Georgia office of Constangy, Brooks & Smith, and is on the labor relations committee for the United States Chamber of Commerce in Washington DC. Constangy, Brooks & Smith limits its practice to labor and employment law counseling to management. It has done this, exclusively, since 1946, when it was founded in Atlanta. Constangy, Brooks & Smith, now has eighteen offices in twelve states and it represents management throughout the United States. The firm's primary commitment is to providing practical legal guidance to help employers avoid issues before they become legal problems.

In the last term of the 2008 Congress, there were several key bills pending in Congress to amend, expand, or significantly revise the employer-employee relationship. Organized labor and employee advocacy groups spend hundreds of millions of dollars to win key elections. In return, they expect significant action. The Employee Free Choice Act is intended to expand penalties for unfair labor practices, require mandatory arbitration for certain union contracts, and to make it easier for employees to unionize. At the same time, several pieces of employment legislation were pending, including expanding the FMLA, expanding the Equal Pay Act, eliminating damage caps on employment rights litigation, resulting in additional and significantly increased liability for employers. Which ones will pass, and in what form, is currently the subject of great speculation. What's not in doubt is that the pendulum has swung, and employee's rights will increase significantly. The best way to avoid the traps of the new proposed legislation and to outmaneuver your competitors during these trying times is to motivate your employees to excellence. Join Jonathan to find out how!

June 18, 2009
Flowers Conference Room – Downtown
Thomasville, Georgia
8:00 am – Registration
9:00 am – noon – Seminar
Cost - \$25 per person
Register 4 participants; bring an extra person for **FREE!**
Continental Breakfast Being Served

Susan Schauer 229-227-9003 – Cindy Wooten 229-225-4033 – Ronda Porter 229-551-0301