



# GEORGIA EMPLOYERS' ASSOCIATION



An Affiliate of the Georgia Chamber of Commerce  
Presents an Executive/Human Resource Leadership Conference

## *Spring Leadership Conference*

March 14 - 16, 2010

The Westin Savannah Harbor Golf Resort & Spa

### **The Bumpy Road to Recovery**

*Strategies and Techniques to Address  
Employee Morale and Legal Obligations*

#### **SPEAKERS INCLUDE:**

**TIMOTHY L. WILLIAMS**

*Assistant General Counsel Winn-Dixie Stores, Inc.*

**NIALL T. MULKEEN**

*Corporate VP, HR, J.M. Huber Corporation*

**DAVID A. PEARSON**

*Partner, Constangy, Brooks & Smith, LLP*

**PETE TOSH**

*Senior Management Consultant and Founder  
The Focus Group*

**W. MELVIN HAAS, III**

*Partner, Constangy, Brooks & Smith, LLP*

**JEFFREY L. THOMPSON**

*Partner, Constangy, Brooks & Smith, LLP*

**W. JONATHAN MARTIN, II**

*Partner, Constangy, Brooks & Smith, LLP*

#### **TOPICS INCLUDE:**

- Recession, Reductions & Rollbacks: Keeping Your Top Performers and Preventing Legal Challenges
- Business Ethics: Who We are, How We are Perceived & How it Impacts Employee Morale, Values & Legal Obligations
- 2010 Health Care & Benefits Reform: What This Will Mean to You as an Employer
- The Business Case for Employee Engagement: Making Money through Higher Productivity & Saving Money through Union Avoidance
- Labor and Employment Law: Beginning in 2010, The Employee Friendly Decade. Why You Must Change the Way You Manage Your Employees and How That Change can Improve Productivity, Morale and Prevent Union Organizing and Lawsuits.

# GEA Spring Leadership Conference: March 14 - March 16, 2010

The Westin at Savannah, Georgia

## Sunday, March 14, 2010

5:30 p.m. Get Acquainted Reception

6:30 p.m. Group Dinner

## Monday, March 15, 2010

8:15 a.m. **Registration and Welcome**  
W. Melvin Haas, III, Partner  
Constangy, Brooks & Smith, LLP

8:30 a.m. **Recession, Reductions & Roll Backs:  
Keeping Your Top Performers & Preventing  
Legal Challenges**  
Timothy L. Williams, Assistant General Counsel,  
Winn-Dixie Stores, Inc.

9:15 a.m. **Business Ethics: Who We Are, How We are  
Perceived & How it Impacts Employee  
Morale, Values & Legal Obligations**  
Niall T. Mulkeen, Corporate VP Human  
Resources, J.M. Huber Corporation

10:00 a.m. Break

10:15 a.m. **2010 Health Care & Benefits Reform: What  
this will mean to You as an Employer**  
David A. Pearson, Partner  
Constangy, Brooks & Smith, LLP

11:00 a.m. **The Business Case for Employee Engagement:  
Making Money Through Higher Productivity  
& Saving Money through Union Avoidance**  
Pete Tosh, Senior Consultant, The Focus Group

12:00 noon Lunch

1:00 p.m. **Directors' Golf Tournament**  
(Sponsored by Constangy, Brooks & Smith, LLP)  
The Golf Club at Savannah Harbor  
Tours of Savannah  
Individual Plans

Networking Opportunities

## Monday, March 15, 2010

5:30 p.m. Cocktails and Networking

6:30 p.m. Group Dinner  
The Golf Club at Savannah Harbor

## Tuesday, March 16, 2010

8:15 a.m. **Introduction**  
W. Melvin Haas, III, Partner  
Constangy, Brooks & Smith, LLP

8:30 a.m. A MiniWorkshop Providing the Latest and  
Most Up to Date Information on Topics  
that all Employers Need to Know to  
Successfully Operate Their Business in the  
Next Decade

**Labor & Employment Law: Beginning in 2010,  
the Employee Friendly Decade, Why You Must  
Change the Way You Manage Your Business and  
How Those Changes can Improve Productivity,  
Morale and Prevent Union Organizing and Law  
Suits**

W. Melvin Haas, III, Partner,  
Constangy, Brooks & Smith, LLP  
**Jeffrey L. Thompson**, Partner,  
Constangy, Brooks & Smith, LLP  
**W. Jonathan Martin**, II, Partner,  
Constangy, Brooks & Smith, LLP

### Topics Include:

- The latest on the Employee Free Choice Act from the U.S. Chamber of Commerce
- The RESPECT Act
- Changes to the NLRB
- Updates to the FMLA
- The ADAA
- The Fair Labor Standards Act
- Questions & Answers

12:00 Noon Drawing for Door Prizes  
**Adjourn and Closing Comments**  
David Whitaker, Executive Director  
Georgia Employers' Association

For more information, please visit  
[www.georgiaemployers.org](http://www.georgiaemployers.org)

Call: 478-722-8282 or e-mail  
[david@georgiaemployers.org](mailto:david@georgiaemployers.org)

## 2010 Spring Leadership Conference Biographies



### **Timothy L. Williams**

Assistant General Counsel for Labor, Employment, Employee Benefits and Executive Compensation Law, Winn-Dixie Stores, Inc.

Mr. Williams manages the labor and employment law team and advises and counsels management in all aspects of the employer/associate relationship, including compliance with federal, state and local laws relating to employment discrimination, wrongful discharge and other related torts, union avoidance, unfair labor practices, picketing, boycotts and injunctions, plant closings and layoffs, sexual harassment, workplace safety, wage and hour matters, unemployment compensation, workers' comp retaliation, immigration, compensation, performance management and employee benefits. Mr. Williams also manages outside counsel regarding all discrimination-related litigation.



### **Niall T. Mulkeen**

Corporate Vice President of Human Resources and Corporate Office, J.M. Huber Corporation.

Niall is a Senior Human Resources Management Professional with global experience gained from working at the corporate, sector, division, and multi-plant levels. He is experienced in managing both union and non-union global operations. Niall is recognized as a highly effective hands-on leader, experienced in all aspects of Human Resources Management, with a track record of linking HR to the strategic success of the business.



### **David A. Pearson**

Partner, Constangy, Brooks & Smith, LLP

Dave represents employers with respect to their employee benefits and tax issues. He counsels clients on all types of retirement plans, including pension, profit sharing, 401(k), etc. He also counsels employers in the area of non-retirement benefits including cafeteria plans, health plans, as well as life insurance and disability plans. He is a graduate of the University of Washington, The Harvard Law School, and New York University, where he was Graduate Editor of the *Tax Law Review*.



### **Pete Tosh**

Founder, The Focus Group

The Focus Group is a management consulting firm that assists organizations in sustaining their profitable growth through the management of four (4) core disciplines: Strategic Planning; Enhancing Customer Loyalty; Maximizing Leadership Effectiveness; Positioning HR Management as a Strategic Advantage. He is also the co-author of *Leading Your Organization to the Next Level*. Pete has worked closely with such organizations as Exxon, Brink's, EMC, State Farm Insurance, Marriot, N.C.I., Cracker Barrel, and YKK.



**W. Melvin Haas, III**

Partner, Constangy, Brooks & Smith, LLP

Mel was formerly a trial attorney with the National Labor Relations Board. He heads up the Macon office of Constangy, Brooks & Smith, LLP, and focuses his practice on labor relations, union avoidance consulting and campaigns, and NLRB litigation. Mel was named one of the "Top 10 Most Powerful Labor Attorneys For 2009" by Human Resources Executive Magazine. Mel is also Vice Chair of the Labor Relations Committee, U.S. Chamber of Commerce.

---



**Jeffrey L. Thompson**

Partner, Constangy, Brooks & Smith, LLP

Jeff is a graduate of Walter F. George School of Law at Mercer University and has over 18 years experience representing companies in all areas of labor and employment law including litigation defense of discrimination charges, wage and hour investigations and union avoidance programs.

---



**W. Jonathan Martin, II**

Partner, Constangy, Brooks & Smith, LLP

Jonathan was formerly a trial lawyer with the U.S. Air Force and a Special Assistant U.S. Attorney. He focuses his practice in employment discrimination litigation for management, defending corporations in law suits arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the American's with Disabilities Act (ADA), as well as related state laws.

---