

**ELEVENTH CIRCUIT FOURTH ANNUAL CONFERENCE  
CORAL GABLES, FLORIDA  
JANUARY 23, 2016**

**AGENDA**

9:00am	Welcome	
9:05 am - 10:35 am	<p><b><i>The Current Washington Scene on Labor Issues</i></b></p> <p><b>Lynn Rhinehart</b>, General Counsel, AFL-CIO</p> <p><b>Randel Johnson</b>, Senior Vice President, Labor, Immigration and Employee Benefit, US Chamber of Commerce</p> <p><b>Harold P. Coxson</b>, Shareholder, Ogletree Deakins Nash Smoak &amp; Stewart, Washington DC</p>	<p>This panel discussion will provide a Washington insider's point of view on a variety of hot button topics for 2016 as well as the current political climate in Washington. Our discussion will include matters such as the new overtime regulations, persuader activity, paid medical leave, and Washington's view of local initiatives such as Seattle's ordinance allowing ride share drivers to collectively bargain. The panel will also reflect on the political rancor in Washington which President Obama recently mentioned as one of the greatest regrets of his presidency. Finally, we will reflect on the upcoming elections and the impact on Labor and Employment issues that could follow.</p>
10:35 – 10:40 am	Break	
10:40 am – 11:25 am	<p><b><i>ADA/Website Accessibility</i></b></p> <p>Fellow <b>Cynthia Sass</b>, employee side attorney, The Law Offices of Cynthia N. Sass</p> <p><b>Eric Singleton</b>, President of <i>Eric Singleton and Associates</i>, technology expert and <i>CIO of the Year</i></p>	<p>A new wave of litigation has been developing under Title II and III of the ADA attacking the accessibility of websites of private companies and government. Unbeknownst to most employment practitioners, the DOJ has been focusing its enforcement efforts on this accessibility issue and increased its litigation of these claims this year. Further, the DOJ anticipates issuing proposed compliance regulations for private companies under Title III of the ADA by April 2016. Private lawsuits by advocates for individuals with disabilities regarding inaccessible website are also on the rise. Recent cases, settlements and how to come into compliance as best as possible will be discussed.</p>
11:25 – 11:30 am	Break	

11:30 am –  
12:30 pm

***Protecting Your Most Valuable Asset: Your Cognitive Ability***

**Debra Norwood**, LAUGHTER  
LAWYER USA

**Debra Norwood**, an attorney who also is a resilience trainer, writer and motivational speaker, has designed an unconventional conflict resolution model that incorporates principles of mindfulness, brain health, and therapeutic humor and laughter to help acquire trust--building, anger management and conflict resolution skills to enable attorneys to become more empathic and mindful in every aspect of their dealings with the courts, opposing counsel and clients. It is a program designed to empower lawyers to more joyfully connect with one another with authenticity, integrity, and with humor, in order to build trust in the system they co--create through their interactions with the public.

Concerned about the rising depression and suicide rates among attorneys, Debra and her attorney husband (and College Fellow), Dan Norwood, are coauthoring a book *The Resilient Lawyer: Overcoming Challenges and Finding Joy in Modern Day Law Practice*.

12:30 pm –  
1:30 pm

*Lunch*