



Upcoming Speaking Engagements



Thursday, May 18, 2017 | 1:00pm – 4:00pm

Brad E. Bennett presents at the National Public Employer Labor Relations Association (NPELRA) Investigation Academy at the Hyatt Place Columbus/OSU hotel, 795 Yard Street Columbus, Ohio, 43212.

Registration: <https://www.npelra.org/i4a/ams/conference/conference.cfm?conferenceID=664>



Thursday, May 18, 2017 | 6:00pm – 7:00pm

Jonathan J. Downes presents FLSA (Webinar) for the Ohio Municipal Attorneys Association

Webinar announcements and registration forms: www.omloho.org or www.omaohio.org

Monday, May 22, 2017

Jonathan J. Downes presents *Criminal Law Updates for Supervisors* and *Personnel Legal Issues for Supervisors* at the Ohio Association Chiefs of Police 9th Annual Supervisors' In Service

Location: Crowne Plaza Columbus North

Registration and directions: <https://oacp.org/training-schedule/>



Tuesday, May 23, 2017 | 8:00am – 12:00pm

Brad E. Bennett presents "*Becoming a Chameleon Communicator – Managing and Communicating in Today's Multi-Generational Workplace*" and "*Employment Litigation Easy Button: What Supervisors Need to Know About Employment Litigation*" at the Ohio County Home Association Annual at the Salt Fork State Park, Cambridge, Ohio.



Thursday, May 25, 2017

Jonathan J. Downes and **Brad E. Bennett** present "*Managing The Discipline Process*" for the Ohio Association of Chiefs of Police at the Hilliard Joint Safety Services Building.

REGISTRATION:

Member: \$190 (30 days prior)

Non-member: \$220

Fee includes instruction and materials. Lunch is on your own.

REGISTER ONLINE: <http://www.oacp.org/edu/regonlin.html>

Friday, June 23, 2017

Ohio State Bar Association – Public Sector Labor Law Seminar

10:00am

Social Media: Blurred Boundaries in the Workplace—Privacy, Opinion, Truth and Consequences

Tweeting as a citizen: When is public employee speech protected by the First Amendment? Employees constantly engage social media in the workplace both for work and for personal reasons. Employees are uncertain or unable to draw the lines between the public and private, appropriate and offensive. First Amendment jurisprudence isn't the most straightforward, and social media only makes the lines blurrier. When is someone speaking as a citizen versus doing his or her job? Does a private

Upcoming Speaking Engagements | Continued

concern become a public concern when a public employee puts it on Facebook? Can employees identify themselves as government employees at public demonstrations? This session reviews the responsibilities and balancing of the interests of employees, the public and the employers. Cases and applications for the workplace will be presented.

Union: Eben “Sandy” O. McNair, Esq. and Jessica S. Monroe, Esq.; Schwarzwald Mcnair & Fusco LLP; Cleveland

Management: Jonathan J. Downes, Esq.; Zashin & Rich; Columbus

Neutral: Margaret Nancy Johnson, Esq.; Perrysville



11:15am

Right to Work

Efforts have gained momentum during the past year to enact by states and other political subdivisions “right-to-work” legislation and other restrictions on labor union activities. Recent efforts have now reached the industrial Midwest and the Northeast—areas that never before have even contemplated such laws. This program provides a comprehensive presentation of the current status of those efforts and the likelihood of future expansion of such legislative activities.

Union: Michael J. Hunter, Esq.; Hunter Carnahan Shoub Byard & Harshman; Columbus

Management: George S. Crisci, Esq.; Zashin & Rich Co., LPA; Cleveland

LOCATIONS:

Columbus | Ohio State Bar Association, 1700 Lake Shore Dr., 43204

Cleveland | Cleveland Metropolitan Bar Association, One Cleveland Center, 1375 E 9th St., 44114

REGISTER ONLINE: ohiobar.org/CLE17-308

CALL TO REGISTER: (800) 232-7124



Monday, October 2, 2017

Jonathan J. Downes presents *Labor and Employment Law Challenges* at Ohio Association Chiefs of Police New Chiefs’ Workshop

Location: Crowne Plaza Columbus North-Worthington

Registration and directions: <https://oacp.org/training-schedule/>



Thursday, December 7, 2017

Jonathan J. Downes and **Brad E. Bennett** present *FMLA & ADA: Managing Leaves and Accommodations*

Location: Hilliard Joint Safety Services Building

Registration and directions: <https://oacp.org/training-schedule/>





Seminars, Conferences and Training Sessions

Zashin & Rich has a responsibility to our clients as well as other individuals interested in knowing more about the law. Each year, many of our attorneys speak and present at seminars and conferences in an effort to broaden an understanding of various aspects of laws that affect corporations, individuals, couples, and private organizations.

These presentations can be tailored to each group and are often accompanied by supporting materials. These materials allow the learning process to continue long after the presentation. The firm's presentations are developed with two goals:

1. Present information creating new avenues of thinking and new approaches to problem solving; and
2. Discuss issues which may have caused confusion or created doubt about laws, ordinances, or specific court decisions.

Special relationships with practitioners in a wide range of professional services, including financial consulting, health care, accounting, and business development, allow the firm's attorneys to tailor programs to individual/corporate needs.

The following is a partial list of seminar topics the firm has presented to corporations, professional organizations, and community groups:

- The Leave of Absence Puzzle: Fitting the Pieces Together
- Alternate Dispute Resolution: Taking a Fresh Look and Litigating Employment
- Based Claims
- Recent Developments in Ohio and Federal Employment Law
- Recent Developments under the Americans with Disabilities Act
- Sexual Harassment Education and Training
- How to Conduct an Internal Investigation
- Making the Most of Employer Rights under the Family and Medical Leave Act
- Surprise! Responding Effectively to Visits from Federal and State Agencies
- Domestic Violence and its Impact on Custody
- Domestic Violence and Discovery
- Tax Ramifications in Domestic Relations Settlements
- The Role of a Certified Public Accountant in a Criminal Tax Investigation
- Real Estate Foreclosures

If you are interested in a seminar presentation or training seminar, please contact Stephen S. Zashin (ssz@zrlaw.com) at 216-696-4441.