

Florida Labor & Employment Seminar



August 5, 2025 | **EVENTS**

LABOR & EMPLOYMENT SEMINAR

*Legal Updates and Compliance
Strategies for Florida Employers*



Wednesday, October 8, 2025

8:30 AM - 12:30 PM

The River Club

1 Independent Drive, Suite 3500
Jacksonville, FL 32202

Register to Attend

Navigating today's complex business environment demands a clear understanding of the legal risks that can disrupt operations and growth. This seminar will provide an overview of key legal developments and emerging trends that impact the workplace, offering practical insights to help businesses reduce risk and stay ahead. From compliance strategies to proactive planning, we'll explore what employers need to know to navigate today's complex challenges with confidence.

Date: Wednesday, October 8, 2025

Time: 9:00 AM - 12:30 PM

Check-in begins at 8:30 AM

Location: The River Club

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Jacksonville, FL 32202



This program has been pre-approved for 3 HR (General) recertification credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). The content of the program submitted has met the criteria for Recertification Provider Program.

Topics:

New York: Albany, Buffalo, Clarence, Long Island, New York City, Rochester, Saratoga Springs, Syracuse // Florida: Jacksonville, West Palm Beach
Illinois: Chicago // Ohio: Cleveland // Oklahoma: Oklahoma City // Ontario: Greater Toronto Area // Texas: San Antonio // Washington, D.C

Attorney advertising. Prior results do not guarantee a similar outcome.

The Florida CHOICE Act: A Practical Tool for Florida Employers to Strengthen Confidentiality Protections

Presented by: Michael J. Lufkin and Kenneth M. Rehns

Bucking the national trend on non-competition restrictive covenants, Florida has enacted the Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act. Through this law, Florida has expanded its existing non-compete law by creating a path for employers to use statutorily defined non-compete agreements and garden leave agreements with certain covered employees to create stronger and longer restrictive covenants.

This portion of the seminar will address who is covered under the CHOICE Act, what the law provides, how employers can make use of it, and what options and remedies are available to employers in the event of a breach of a CHOICE Act covered agreement. This presentation will also examine how the CHOICE Act co-exists with other Florida restrictive covenant laws, what employers should consider regarding their existing non-compete agreements, and the options for drafting new restrictive covenant agreements in this evolving legal landscape.

Leaders, Stay Focused: Minimizing Litigation Risk by Watching Out for Emerging Trends

Moderator: Robert G. Riegel, Jr.

Panelists: Amy Habib Rittling, Carlyn E. Hazelip, Michael J. Lufkin, and Kenneth M. Rehns

Running a business is hard — and lawsuits can make it even harder. This portion of the seminar will feature a panel discussion focused on emerging litigation trends, common pitfalls, and key concerns arising in the workplace. Topics will include claims related to workplace safety, discrimination, pregnancy, wage and hour issues, artificial intelligence, and more. The presentation will also address the issues leaders at all levels of management should be aware of, as well as strategies employers of all sizes can consider to mitigate risk.

Machines Are Learning: Is Your Workplace Ready? Best Practices for Using Artificial Intelligence on the Job

Presented by: Carlyn E. Hazelip and Robert G. Riegel, Jr.

In today's environment, "AI" is everywhere. From the cars we drive, to the phones we carry, to the restaurants where we eat. But what about AI in the workplace? Can it be used meaningfully (and without hallucinations) to help employees perform their jobs and employers make employment decisions? This presentation will focus on the current legal landscape related to AI, what employers should be mindful of regarding employee use of AI in the workplace, and how employers can mitigate the risks of using AI in their operations by implementing employment-related best practices.

Food and beverage, including a continental breakfast upon arrival and a mid-seminar snack break, will be provided. Presenters will be available after the seminar to answer additional questions one-on-one.

Related Team



Amy Habib Rittling
Partner | Chief Legal
Officer | Team
Leader -
Employment



Carlyn E. Hazelip
Associate



Michael J. Lufkin
Partner



Kenneth M. Rehns
Partner



Robert G. Riegel, Jr.
Partner