



**Louisiana Travel Promotion Association
Lt. Governor's Tourism Summit**

***Today's Significant Hospitality Industry
Labor/Employment/HR Developments***

Wednesday, August 22, 2018

3:15 p.m. to 5:15 p.m.

Presented by:

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I. Introduction

A. Purpose of Meeting

B. Format and Procedure

C. Achieving Positive Employee Relations



II. The Impact of the Trump Administration on Selected Issues in the Workplace

- A. Employee Use of Marijuana
- B. Government Crackdown on Illegal Foreign Nationals
- C. Potential Changes in Federal Wage & Hour Regulations
- D. Adoption of Paid Leave Policies



III. Reducing the Increased Risk of Sexual Harassment Claims

- A. Significant Laws Prohibiting Sexual Harassment
- B. Why Employers Should Not Tolerate Sexual Harassment
- C. What is Sexual Harassment?
- D. What Should be in the Company's Policy Prohibiting Sexual Harassment?
- E. Some Important Guidelines for Supervisors and Managers



IV. Legally Dealing with Union

Organizing

- A. Local Occurrences
- B. Recent NLRB Regulations and Decisions
- C. What is a Labor Organization?
- D. Why is the Hospitality Industry a Target of Labor Organizations?
- E. Anatomy of a Union Organizing Drive
- F. Recognizing Union Activity
- G. How to Communicate Legally
- H. Preventive Maintenance Before the Union Appears



V. Conclusion

- A. Summary

- B. Questions

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