

# Personnel Liability 2017

The Risk Management Programs of GMA and ACCG are once again presenting this important training seminar for all city and county member organizations committed to preventing or minimizing losses due to personnel liability claims and litigation. The program will be presented by attorneys from the law firm of Elarbee, Thompson, Sapp & Wilson, LLP. The program will address the following areas:

- **Employee Use, Misuse, and Abuse of Personal Technology in the Workplace.** With advances in modern technology, it is now quite common for employees to openly and secretly take photos or make audio or video recordings in the workplace. To what extent may local government employers restrict or prohibit the use of smart phones and other personal technology by their employees?
- **What Local Government Employers Need to Know about Employment Retaliation Law, Including the Georgia Whistleblower Act?** July 1, 2017 will mark the tenth anniversary of the Legislature's extension of the Georgia Whistleblower Act (GWA) to local government employers in 2007. Less than two years later, the number of federal retaliation charges filed with the EEOC exceeded the number of discrimination charges for the first time in the Commission's history, and they now represent nearly one-half of all charges filed with the EEOC. Without question, state and federal retaliation claims are now the favorite weapons of attorneys who sue local government employers. Learn about recent developments in the law of employment retaliation, how these developments and current litigation trends may affect your organization, and what steps you can take to avoid or minimize liability.
- **Interactive Session: Social Media.** Efforts by local government employers to restrict their employees' social media activity implicate the First Amendment and numerous other workplace privacy issues. Given that applicable legal and constitutional standards are evolving almost as quickly as new social media platforms are introduced, what may local government employers do to protect their organizations from the use, misuse, and abuse of social media by their employees?
  - When does employee social media activity implicate the First Amendment? If an employee's social media activity is protected under the First Amendment, when can the local government employer still act to protect its legitimate interests?
  - How does a local government employer's policy restricting political activity apply to social media activity?
  - Can an employee's off-duty social media activity violate the local government employer's workplace harassment policy or standards of conduct?
  - When does an employee's social media activity constitute protected whistleblowing?
  - Should an applicant's social media activity be reviewed by the local government employer prior to making the hiring decision?
  - Does the local government employer violate its employees' privacy rights by monitoring their social media activity? By taking disciplinary action against them based on their social media activity?
  - What sort of restrictions can the local government employer lawfully impose on its employees' social media activities? Can the local government employer completely prohibit its employees from engaging in social media activity?
- **Recent Developments Affecting Return-to-Work (RTW) Policies.** RTW policies are intended to facilitate and encourage the prompt and safe return of employees to work following injury or illness. In light of recent developments, however, strict adherence to such policies may run afoul of the Americans with Disabilities Act, the Family and Medical Leave Act, among other laws. Learn what your organization can do to avoid such a result.

This program is targeted toward elected officials, city or county managers, human resources and administrative personnel, constitutional officials, and any one who supervises employees. The program is an essential tool in your organization's arsenal to prevent, defend, and mitigate personnel liability claims! Sign up NOW!



Members of ACCG Interlocal Risk Management Agency (IRMA) .....NO CHARGE  
 Members of GMA Georgia Interlocal Risk Management Agency (GIRMA) .....NO CHARGE  
 Non-Members: \$50 per person, payable in advance. Mail payments to: LGRMS, 3500 Parkway Lane, Suite 110, Norcross, GA 30092.  
**CANCELLATION POLICY:** If you do not cancel by telephone or fax at least three days prior to the workshop you registered to attend and do not attend, you will be invoiced a no-show fee of \$25.

**CHECK-IN & CONTINENTAL BREAKFAST - 8:00 AM - SEMINAR HOURS - 8:30 AM TO 3:30 PM. (LUNCH WILL BE PROVIDED.)**

Registration Form --Please Print--

Organization \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_

**FYI!**  
 You can register  
 online at  
[www.lgrms.com](http://www.lgrms.com)

**Names of Attendees**

1) Mr/Ms \_\_\_\_\_ 2) Mr/Ms \_\_\_\_\_  
 Title \_\_\_\_\_ Title \_\_\_\_\_  
 Email Address \_\_\_\_\_ Email Address \_\_\_\_\_

**Member of ACCG IRMA Pool or Member of GMA GIRMA Pool?**

Yes  No - If NO, please mail \$50 per registrant to: LGRMS, 3500 Parkway Lane, Suite 110, Norcross, GA 30092.

**Please CHECK the box next to the workshop you will attend:**

- April 18, 2017 .....Cornelia/Habersham County ..... The Community House, 601 Wyly St., Cornelia 30531
- May 3, 2017 ..... Cartersville/Bartow County ..... Clarence Brown Conference Ctr., 5450 State Rt. 20, Cartersville 30121
- May 25, 2017 ..... Macon/Bibb County ..... Anderson Conference Ctr., 5171 Eisenhower Pkwy., Macon 31206
- June 6, 2017 ..... Tifton/Tift County ..... UGA Tifton Campus Conference Center, 15 RDC Rd., Tifton 31793
- June 15, 2017 ..... Statesboro/Bulloch County ..... Ogeechee Tech. College, One Joseph E. Kennedy Blvd., Statesboro 30458

**Register online at [www.lgrms.com](http://www.lgrms.com), Call toll free 1-800-650-3120, Mail or Fax the completed registration form, or Email your registration form to:**

LGRMS, Attention Althea Howery  
 3500 Parkway Lane, Suite 110  
 Norcross, Georgia 30092

FAX: 770-246-3149  
 Email: [ahowery@lgrms.com](mailto:ahowery@lgrms.com)  
 For more information call 800-650-3120



# WORK ZONE SAFETY 2017



ACCG and GMA Loss Control will present a half-day work zone safety program that will help street and road professionals and their crews understand their responsibilities and requirements under the *Manual for Uniform Traffic Control Devices, Temporary Traffic Control*, which is what the State of Georgia Mandates when working on public roads. This program is designed for those responsible for planning worksite setup, work zone safety, as well as the crews that are responsible for doing the work. The dates and locations are listed below.



This program is offered at no cost to counties and cities who are members of the ACCG IRMA or GIWCF, or GMA GIRMA or WCSIF insurance programs.

Our presenter will be Wayne Smith, PE, President of DWSmith Design Group, Inc. Wayne has been a County Engineer, a Consultant, and has great insight on the hazards and difficulties cities and counties face when working on the public roads.

**The seminar hours are 8:30 a.m. to 12:30 p.m. - Check-in will begin at 8:00 a.m.  
Continental Breakfast will be provided.**

## **COST TO ATTEND**

### **MEMBERS:**

**ACCG** Group Self-Insured Workers' Compensation Fund (GSIWCF) or Interlocal Risk Management Agency (IRMA) ..... NO CHARGE  
**GMA** Workers' Compensation Self-Insurance Fund (WCSIF) or Georgia Interlocal Risk Management Agency (GIRMA)..... NO CHARGE

**NON-MEMBERS:** \$50 per person, payable in advance. Mail payment to LGRMS, 3500 Parkway Lane, Ste. 110, Norcross, GA 30092

### **CANCELLATION POLICY**

If you do not cancel by telephone or fax at least three days prior to the workshop you registered to attend and do not attend, you will be invoiced a no-show fee of \$25.

## **REGISTRATION FORM**

-PLEASE PRINT-

### **ORGANIZATION**

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

### **NAMES OF ATTENDEES**

1) Mr/Ms \_\_\_\_\_ 2) Mr/Ms \_\_\_\_\_

Title \_\_\_\_\_ Title \_\_\_\_\_

Email Address \_\_\_\_\_ Email Address \_\_\_\_\_

### **Member of ACCG GSIWCF or IRMA Pool or GMA WCSIF or GIRMA Pool?**

YES  NO → (If no, please mail \$50 check per registrant to: LGRMS 3500 Parkway Lane, Ste. 110, Norcross, GA 30092.

### **Please put a check mark ( ✓ ) in the box next to the date you wish to attend the workshop:**

- April 27, 2017** Cartersville / Bartow County Clarence Brown Conference Center, 5450 State Road, Cartersville, 30121
- May 11, 2017** Macon / Bibb County Anderson Conference Center, 5171 Eisenhower Parkway, Macon 31206
- May 23, 2017** Statesboro / Bulloch County Ogeechee Tech. College, 1 Joseph E. Kennedy Blvd., Occup. Studies Bldg., Statesboro, 30458
- June 8, 2017** Tifton / Tift County UGA Tifton Conference Center, 15 RDC Road, Tifton, 31793

### **Register online or complete form and mail, fax, or email completed form to Althea Howery:**

**LGRMS**  
3500 Parkway Lane, Suite 110  
Norcross, GA 30092

**FAX: 770-246-3149**  
**Email: ahowery@lgrms.com**  
**For more Information, call 800-650-3120**

*Space is Limited - Register Today!*