



“Ladies and Gentlemen of the jury, you are about to hear testimony that will show that carefully crafted workplace policies, which are inclusive of the Americans with Disabilities Act, The Family Medical Leave Act and Workers’ Compensation Laws, can help protect you in a court of law.”

A jury of twelve mock-trial attendees will be randomly chosen to decide the outcome of one of Tuscaloosa’s only mock trial events centered on employment law.

Will YOU be one of the chosen twelve to serve on the jury?

Find out at the trial!

REGISTRATION IS NOW OPEN...

MOCK TRIAL: THE BERMUDA TRIANGLE OF ADA, FMLA AND WORKERS’ COMPENSATION MAY 19, 2016

Sponsors: THRP and WCAWA

The Tuscaloosa Human Resource Professionals and the Workers’ Compensation Association of West Alabama are proud to sponsor a mock trial in which the complexities of the ADA, FMLA and Workers’ Compensation laws are examined, and cross-examined, by attorneys for the *plaintiff*: **R. Kevin Davis, Esq.**, Sydney Cook & Associates, LLC and **Heather Leonard, P.C.**; and attorneys for the *defendant*: **Thomas Scroggins, Shareholder**, Rosen Harwood Attorneys at Law and **Brooke Nixon, Shareholder**, Rosen Harwood Attorneys at Law.

In this mock trial, three inter-related employment laws, and the policies of a well-intentioned employer, are challenged when an employee’s job becomes affected by the very workplace policies that were intended to support the employee and protect the employer.

Through the events that occur during this mock trial, HR professionals, managers and workers’ compensation adjusters will discover just how complex the interaction between these employment laws can be. Attendees will leave the courtroom with the knowledge and skills needed to develop policies and improve processes in order to safely and legally navigate the *Bermuda Triangle of ADA, FMLA and Workers’ Compensation*.

For additional information, please contact Leslie Dawson at

Leslie.Dawson@rehab.alabama.gov or Russell Dubose at Russell.Dubose@phifer.com

Location: Bedsole Moot Court Room, 101 Paul Bryant Drive,
Tuscaloosa, AL 35401 (Park in East Parking Lot)

Time: 9:30 a.m. – 1:00 p.m.

Agenda:

- 9:30 a.m. – 10:30 a.m. – Registration
- 10:00 a.m. – 11:30 a.m. – Opening Statements, Examinations, Cross Examinations
- 11:30 a.m. – 11:45 a.m. – Break/Box Lunches
- 11:45 a.m. – 12:15 p.m. – Closing Statements
- 12:15 p.m. – 12:30 p.m. – Jury Deliberation/Audience Discussion
- 12:30 p.m. – 1:00 p.m. – Verdict Read and Closing Q&A

- Box lunches provided. Parking Passes will be emailed.
- HRCI, SHRM-PD, and Nurse CEU’s will be available.
- Space is limited to 100 attendees.
- No refunds will be given but substitutions are allowed.

REGISTRATION INFORMATION

Member Registration Information: Registration is **FREE** for THRP and WCAWA members and begins April 6th. Members can register at the following link:

<https://www.surveymonkey.com/r/MockTrialMembers>

Non-Member Registration Information: There is a \$35 registration fee for non-members. Registration for non-members will begin Friday, April 29th. Non-members can registration at the following link:

<https://www.surveymonkey.com/r/MockTrialRegistration>

Final Registration Deadline is May 16th at 5:00 p.m.

All paid registrations are due May 16th at 5:00 p.m.