

February 16—Personnel

Employee Discipline: Terminating the Walking Dead Employee

SPEAKERS:

Marilyn Moran is passionate about learning her clients' businesses from the ground up and working with management to solve problems and implement smart business solutions as efficiently as possible. Marilyn provides advice and training to employers on a wide variety of employment law issues, including discrimination, harassment, retaliation, wage and hour violations, non-competition agreements, executive compensation issues, and reductions in force. She also helps employers navigate the process of accommodating employees with disabilities under the ADA and managing employee leave under the FMLA and USERRA.

A seasoned trial attorney, Marilyn has a wealth of experience litigating employment law cases at the trial court level and on appeal, and she has managed complex cases involving unfair competition and trade secret theft, federal and state class actions, and nationwide collective actions brought under the Fair Labor Standards Act.

Over the course of her career, Marilyn has represented many high-profile companies in Florida and around the nation in the industries of healthcare, energy, hospitality, restaurant and foodservice, manufacturing, banking and finance, technology, transportation, broadcast media, family entertainment, and global security and defense, among others.

In 2014, Marilyn launched "Florida Employers Law Blog," a blog for business owners, human resource professionals, and in-house counsel who grapple with legal issues in the workplace (www.floridaemployerslawblog.wordpress.com). She is also a regular contributor to the current FordHarrison Blog, EntertainHR, an informative look across the landscape of television, movies, sports and celebrity culture from an employment-law perspective. The website is available at <http://blogs.hrhero.com/entertainhr/>.

Marilyn is an active member of the Central Florida community. She frequently participates in client seminars, workshops, and conferences and enjoys mentoring students and giving back to the profession she loves through volunteering. In recent years, Marilyn has volunteered as a guest lecturer, moderator, or judge for the University of Central Florida, FAMU College of Law, Barry University's Dwayne O. Andreas School of Law, Eleventh Circuit Judicial Conference, American Bar Association, Federal Bar Association, and the Florida Bar.

Marilyn is a fifth generation Floridian who worked as an Assistant State Attorney in Sarasota, Florida following law school. She also served as a law clerk for the Honorable Gregory A. Presnell, U.S. District Court Judge for the Middle District of Florida. Prior to working at FordHarrison, Marilyn practiced employment law at one of the nation's largest law firms.

Roberta "Robin" Cross currently works as the Township Attorney for The Woodlands Township, Texas. She has over eighteen years' experience working for local governments and was recognized as an IMLA Fellow in 2013. She has also worked as in-house counsel for a police labor

union and for the EEOC, as a trial attorney. She is licensed to practice in Texas and admitted all of its federal courts, the Fifth Circuit Court of Appeals and the U.S. Supreme Court. She has been Board-certified in Labor and Employment Law since 1992 by the Texas Board of Legal Specialization. She was appointed as Vice-President of IMLA's Personnel Section in the fall of 2015. She enjoys employment law, among other things, because "you can't make this stuff up."