



**NRCA**  
LEGAL

## LEGALCon Virtual Schedule

Tuesday, March 18

**11 a.m.-noon**

### **High Times—Navigating a Drug-free Workplace in Light of Marijuana Use Laws and Restrictions on Post-accident Testing**

**Description:** Warmer weather is approaching, and the prevention of heat-related illness and injuries is once again a top risk management topic. This session will cover heat-mitigation strategies as part of an overall risk management program and provide an update regarding current regulatory activities related to heat.

**Presenter:** Philip Siegel, partner with law firm Hendrick Phillips Salzman & Siegel P.C., Atlanta

**12:15-1:15 p.m.**

### **Put it in Writing! Essential Policies for Every Employee Handbook**

**Description:** Employee handbooks are an important tool in establishing company culture through the use and implementation of various company policies. During this session, Philip Siegel, partner and shareholder at Hendrick Phillips Salzman & Siegel P.C., Atlanta, will discuss the essential employment policies for any employee handbook, including the Equal Employment Opportunity policy, attendance policy, vacation policy, cell phone use policies, and harassment and discrimination policies. He also will discuss common employment policies, which may serve as the basis for an unfair labor practice claim under the federal National Labor Relations Act if not drafted properly.

**Presenter:** Philip Siegel, partner and shareholder at Hendrick Phillips Salzman & Siegel P.C., Atlanta

Wednesday, March 19

**11 a.m.-noon**

### **AI in Construction**

**Description:** This session will delve into the transformative effects of artificial intelligence on the construction industry. Trent Cotney, partner and construction team leader at Adams & Reese LLP, Tampa, Fla., will explore how AI-powered tools and technologies are revolutionizing project management, enhancing safety protocols and optimizing resource allocation. From predictive maintenance to automated design processes, attendees will discover how AI is driving efficiency, reducing costs and fostering innovation in modern construction practices.

**Presenter:** Trent Cotney, partner and construction team leader at Adams & Reese LLP, Tampa, Fla.

**12:15-1:15 p.m.**

### **Creating an SOP for OSHA inspections**

**Description:** During this seminar, attendees will better understand how to defend themselves from the inception of the investigation through citation. They will learn the techniques and tactics of OSHA investigators and understand how to preserve their rights and defenses.

**Presenter:** Trent Cotney, partner and construction team leader at Adams & Reese LLP, Tampa, Fla.