

**South Carolina
Municipal Insurance
Trust Board of
Trustees**

Phillip Mishoe
Chair
Town of Central

Shawn Bell
Vice Chair
City of Fountain Inn

Davy Broom
Town of Fort Mill

Matthew DeWitt
City of Newberry

Phillip Hendrick
City of Conway

Iris Hill
Town of Edisto Beach

Joel Ledbetter
Combined Easley
Utilities

Ashley Watkins
Town of Springdale

Caitlin Young
City of Camden

**South Carolina
Municipal Insurance
and Risk Financing
Fund Board of
Trustees**

Shaun Greenwood
Chair
City of Forest Acres

Allison Harvey
Vice Chair
Town of Clover

Lee Bailey
City of Woodruff

Stuart Bedenbaugh
City of Aiken

Kevin Cornett
City of the Isle of
Palms

Howie Owens
City of Sumter

Andrew Strickland
City of Anderson

Julie M. Wilkie
City of Greenwood

Natalie Zeigler
City of Goose Creek



RMS
Risk Management
Services

**South Carolina Municipal Insurance Trust and
South Carolina Municipal Insurance and Risk Financing Fund**

**Employment Liability
September 21, 2022**

Municipal Association of SC Training Room,
1411 Gervais Street, Columbia, SC 29201
and Online Webinar

Agenda

9:30 – 10:00 a.m.	Registration
10:00 – 10:15 a.m.	Welcome and Introductions
10:15 – 11:05 a.m.	Employment Policies and Procedures
11:05 – 11:15 a.m.	Break
11:15 a.m. – noon	Employment Policies and Procedures
Noon – 1:00 p.m.	Lunch
1:00 – 1:55 p.m.	Recent Developments in Employee Law
1:55 – 2:05 p.m.	Break
2:05 – 3:00 p.m.	Recent Developments in Employee Law
3:00 – 3:15 p.m.	Final Thoughts

Meeting Information

This training will provide an overview of employment law. Attendees will learn about the Equal Employment Opportunity Commission process as well as reviewing and updating the model employee handbook. It will also cover best practices for making proper and defensible employment decisions, as well as recent trends in work-from-home policies and workers' compensation claims.

The SC Municipal Insurance Trust and SC Municipal Insurance and Risk Financing Fund strongly encourage, human resource staff, department heads, risk managers and others who serve in a supervisory role to attend. Attendance at this session counts toward risk self-assessment compliance, and as a core course for participants in the Risk Management Institute.

Speakers

Kevin Sturm, Attorney, Sturm & Cont, P.A.

Kevin Sturm has been a practicing attorney in South Carolina for 38 years. His practice is limited to representation of public and private employers in all aspects of employment law, as well as the defense of tort claims against public entities throughout South Carolina. He is the town Attorney for Calhoun Falls, SC. As part of his practice, Sturm frequently conducts management training on employment law, labor law, workplace safety and health law and other issues of concern to employers.

Sturm is a member of the Spartanburg County Bar and the South Carolina Bar. He is admitted to practice before the Fourth Circuit Court of Appeals and the state and federal courts in South Carolina. He is a former director and secretary of the South Carolina Occupational Safety Council. In addition, he is also the lead labor hotline attorney for the SC Municipal Insurance and Risk Financing Fund. Sturm is also AV peer review rated by Martindale-Hubbell.

Eugene “Gene” Matthews, Attorney, Richardson, Plowden & Robinson, P.A.

Gene Matthews joined Richardson, Plowden & Robinson, P.A. in 2004 and became a shareholder in 2006.

He is certified by the Supreme Court of South Carolina as a specialist in employment and labor law, and has extensive experience advising clients and litigating claims concerning all variety of employment issues, such as Title VII and other federal and state employment claims, “restrictive covenant” issues such as trade secret, noncompetition, and nonsolicitation claims, wage and hour claims, FMLA and benefits issues, handbooks, teacher and state employee grievances, and employment contract claims. Matthews also has extensive experience in other civil rights areas, such as fair housing, First Amendment retaliation, and 42 U.S.C. § 1983 claims. He also has an active appellate and administrative practice.

Matthews is a leader in the South Carolina Bar. In 2004, he served as the chair of the South Carolina Bar’s Employment and Labor Law Council. He previously served as a member of the SC Bar’s House of Delegates, and a member of the North Carolina Bar. In 2012, he was named to South Carolina’s Leadership in Law class. He is annually recognized as a Super Lawyer by Thomson Reuters, and has an AV rating from Martindale-Hubbell.

Matthews graduated summa cum laude from Furman University in 1986, and received his Master of Arts in international Relations from Yale University in 1989. He earned his Juris Doctor from the University of Virginia Law School in 1995.

Prior to the practice of law, Matthews served with the Central Intelligence Agency. He recently retired after serving for nearly 30 years as an intelligence officer in the U.S. Navy Reserve.

Registration Information

There is no cost to attend, but registration is required. Seating is available on a first-come, first-served basis. Register online by September 13 at www.masc.sc.

The session room may be cool, so you may want to bring a sweater or jacket.

For special-needs requests, contact Amy Gillian at 803.354.4774 or losscontrol@masc.sc by September 13, and staff will accommodate if possible.

Upcoming Meetings

- Risk Management Services Annual Meeting – November 10, 2022

Contact Information

Amy Gillian, Administrative Assistant
Risk Management Services
Municipal Association of SC
803.354.4774 | losscontrol@masc.sc