

HOSPITALITYLAWYER.COM PRESENTS



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LEVERAGING MOBILE TECHNOLOGY FOR TRAVELER SAFETY AND SECURITY, INCLUDING TRACKING AND ALERTS: WHAT ABOUT THE PRIVACY ISSUES WHEN TRACKING YOUR EMPLOYEES?

Presented By:

Charlie LeBlanc - *FrontierMEDEX*
Don Taussig, CPP - *Land O' Lakes*
Kevin Troutman - *Fisher & Phillips*

CHARLIE LEBLANC
PRESIDENT OF SECURITY SERVICES
FRONTIERMEDEX



- Heads ASI Global, a wholly-owned subsidiary of FrontierMEDEX that specializes in kidnap and ransom and piracy response services.
- Serves on numerous committees and advisory groups, including the National Business Aviation Association (NBAA) Security Council, NBAA International Operators Committee, Governor of Texas Advisory Board of Counter Terrorism and Critical Infrastructure Protection, and the Security Executive Council Solution Innovations Advisory Board.

DON TAUSSIG
DIRECTOR GLOBAL SECURITY
LAND O' LAKES, INC.



- Heads corporate security program for Fortune 200 Company that includes presence in over 50 nations.
- Former Security Director in the Executive Office of the President.
- Retired from the U.S. Army. Military career can best be characterized as honorable service with leadership and worldwide security management competencies at the policy, tactical and strategic levels.

KEVIN TROUTMAN *FISHER & PHILLIPS*



- Before attending law school, Troutman worked for 17 years as an HR executive, at one point as the chief HR exec for a group of 17 hospitals in five states
- Graduated second in my class (*summa cum laude*) at Loyola Law School New Orleans
- Focuses his practice exclusively on representing management in the world of labor and employment law
- “AV” Peer Review Rated by Martindale-Hubbell.

Charlie: Mobile Technology, Tracking and Privacy

- What is Effective? vs. What May Not Be?
 - GPS – GSM/cellular or a combination
 - To work, they must carry it with them and not turn it off.
 - Can someone really respond *anywhere* within hours?
- The Duty of Care of an Organization vs. The Choices of a Traveler
 - Educate employees or reliance on technology?
 - Where is the balance?
- What are the Legal Limits of Tracking?
 - How far may an employer go?
 - When can an employee say no?

Don Taussig

- Defining business value for tracking global employees with ever evolving technology while staying compliant;
- What is the best system or practice for fulfilling Duty of Care and Travel Risk Management requirements;
- Travel Tracker - Employee vs. Company perspectives.
- Do we need two way messaging for travel tracker?
- Should we consider travel tracking a key component in our overall travel risk management program?

Kevin Troutman

- Managing employees' expectations regarding privacy in view of business necessities;
- Drawing an important line between work time and off-duty time;
- Potentially troublesome areas: places of worship (religious discrimination), receiving medical care (disabilities, lifestyle issues (sexual orientation), union rally or meeting (NLRA); and
- Steps to reduce employers' potential liability.