



The Barrow County Chamber of Commerce, Fisher & Phillips LLP and Lanier Technical College Present

Lanier Technical College
Barrow Campus
Room 108
965 Austin Road
Winder, GA 30680

8:30 a.m. - 9:00 a.m.
Breakfast & Registration

9:00 a.m. - 10:30 a.m.
Presentation

Cost:

\$35/session for
Chamber Members

\$45/session for
Non-Chamber Members

Payment accepted on site

RSVP

mmilner@barrowchamber.org

For questions, please
contact Stacey McReynolds at
smcreynolds@laborlawyers.com
or (404) 240-4280.



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Human Resources and Workplace Safety Series

The Barrow County Chamber of Commerce, Fisher & Phillips LLP and Lanier Technical College are pleased to present the 2015 Human Resources and Workplace Safety Series. This seminar series is designed for business owners, managers and supervisors who must deal with real life workplace issues that have real legal consequences.

The Human Resources and Workplace Safety Series seminars are designed to provide professionals timely, updated information on the important legal topics relevant to their business and other important workplace legal developments.

All programs are approved for HRCI & SHRM recertification credit. Attendees will receive proof of attendance certificates to confirm they have received relevant training. Businesses benefit from a trained workforce, which increases productivity and decreases a company's liability for litigation.

Presenter

Tracy L. Moon Jr., Partner, Fisher & Phillips LLP

Thursday, April 9, 2015

2015 Labor/Employment and Workplace Safety Update

2015 is shaping up to be an interesting year for businesses. The Affordable Care Act is in full swing, wage-hour litigation is on the rise, the National Labor Relations Board has expanded their scope, and OSHA dramatically increased employers' recordkeeping requirements. Caught in the middle of all this commotion are business owners, managers, and human resources professionals. This presentation will provide an overview of the latest trends in human resources and safety law and how they affect your business.

Thursday, May 14, 2015

What to Do When the Government Knocks

Congratulations. You've been selected for an audit by a government agency. Well, maybe that's not exactly how you are feeling. Let's face it, audits aren't fun. If you are faced with one, it is imperative that you know how to respond to it and protect your company from the potential consequences of government investigations and inspections, such as large penalties, and the possibility of criminal sanctions. This program will walk you through the preparation of a pre-inspection action plan as well as outline your employer rights against unreasonable government actions.

Thursday, June 11, 2015

Lawfully Recruiting and Hiring the Right Employees

This presentation covers the basics of recruiting, screening and hiring the best qualified individual for the job; tips for interviewing applicants; and the EEOC's regulations regarding conducting background checks from a practical and legal perspective.

Continued on reverse

Thursday, July 9, 2015

Emergency Action Plan Drafting Tips – How to Ensure Your Worksite is Compliant with OSHA's EAP Standards

Minimizing all workplace hazards is not easy. All employers face the possibility of emergencies— workplace fires, hazardous chemical releases, floods and explosions. There are many other emergencies to which workers are susceptible. Having an emergency action plan that addresses unforeseen disasters is one of the best ways an employer can protect the workplace from fatalities. This program provides practical tips on how to draft a compliant emergency action plan.

Thursday, August 13, 2015

Performance Management, Discipline & Discharge

Performance management is the one of the most challenging areas for human resource managers to navigate. Effective screening, hiring and disciplining in a positive, constructive way will improve individual employee performance, as well as overall organizational effectiveness. Properly handling the discharge of an employee can avoid costly lawsuits for your company.

Thursday, September 10, 2015

OSHA's New Recordkeeping Requirements

Many employers think their OSHA recordkeeping logs and procedures are fully compliant, only to learn after an OSHA inspection and, in some cases, hundreds of thousands of dollars in penalties, that they were not. Under OSHA's recordkeeping regulation, covered employers are required to prepare and maintain logs for serious occupational injuries and illnesses as well fatalities, using the OSHA 300 log. The program will cover how to coordinate your injury and illness recordkeeping with other recordkeeping requirements and how employers can effectively use recordkeeping to improve their current safety and health management program.

Thursday, October 8, 2015

I'm Sick and Tired: "Leave" Me Alone!

Some days, do you get the feeling your employees just don't want to come to work? And not just that they don't want to come, but that they know they will be able to file a lawsuit if you terminate their employment for absenteeism? Between tardiness, sick days, vacation days, holidays, leaves of absence, self-diagnosed "mental health days" and plain old absenteeism, maybe your supervisors feel like tearing their hair out and are begging you to terminate these employees so they can hire employees they can rely on. Short of hiring private investigators to follow those employees who seem to miss numerous days to find out whether they are really using job protected leave, what can you do?

Tuesday, November 10, 2015

13 Strategies to Improve Your Safety Program

If OSHA has fallen off your radar screen, it is time to put it back on. The number of OSHA penalties in the tens and hundreds of thousands of dollars has significantly increased in the past year. This session will examine the new enforcement-focused OSHA and new special emphasis programs as well as safety legislation changes currently being debated in Congress. The session will also review the essential elements of OSHA compliance and an effective workplace safety and health program, with an eye to the use of safety issues by unions and a growing group of whistleblowers. The session will explain how, when used properly, safety compliance can be a "profit center" and not another administrative cost.

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*Fisher & Phillips LLP is recognized by SHRM to offer
Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.*



*This program has been submitted to the HR Certification Institute for review.
The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.
It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

