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Race to the Cutting Edge of Advanced Human Resources Compliance

New Orleans | May 19, 2017

Hyatt Regency New Orleans | 601 Loyola Avenue | New Orleans, LA 70113

*A one day seminar for anyone with responsibility for
managing people and policies impacting the workplace*

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Race to the Cutting Edge of Advanced Human Resources Compliance

Please join the labor and employment attorneys from Fisher Phillips as they discuss practical solutions for workplace problems. In one day, you will become better prepared for the employment law changes and challenges all employers face in 2017.

We hope you will join us for this one day employment law seminar.

Who Should Attend This Seminar?

This Employment Law Seminar is designed for anyone who manages employees and makes decisions impacting the workforce. The seminar will benefit Presidents, CEOs, COOs, CFOs, Human Resources professionals, Risk Managers, and In-House Counsel with labor and employment responsibility.

Why Attend This Seminar?

Attendees will receive practical advice which they will be able to use readily in their own organizations.

Seminar Cost

The cost of the seminar is \$195 per person and includes both breakfast and lunch. If an organization sends multiple attendees, the discounted price is \$175 per person.

Continuing Education Credits



This program is eligible for HRCI credit.

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.



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

Continuing Legal Education Credit

This programing is pending for 6 CLE credits.

Cancellation Policy

Written notice of cancellation must be received five (5) days prior to the seminar in order to receive a refund. There will be no refunds for late cancellations. No-shows will be charged at the full conference rate.

Additional Questions?

For more information or registration questions, contact Pam Christenberry by phone at (504) 310-3802 or by email at pchristenberry@fisherphillips.com.



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Agenda

7:00 a.m. - 8:00 a.m.

Registration and Breakfast

Session 1: 8:00 a.m. – 9:15 a.m.

Advanced Issues in Employee Handbooks

All employers know that employee handbooks should have an at-will statement, a discrimination and harassment policy, and information about leave and benefits. But there are numerous other policies present in many handbooks that provide either opportunities for liability or are deficient in the goal of protecting the company from liability. This session will explore important handbook policies in areas such as trade secrets, social media, pay, discipline, and office behavior that are ripe for revision.

Session 2: 9:15 a.m. – 10:30 a.m.

Advanced ADA Compliance

The Americans with Disabilities Act was never intended to be a simple law because it was much more than a law mandating equal treatment of employees. It focused on treating each employee based on their individual needs. When administering the ADA's accommodation obligations, no two situations are alike. This session will work through difficult accommodation issues to establish an understanding of the process for handling these distinct questions that will both comply with the law and reach the best balance between the employer's and the employee's rights.

Break

10:30 a.m. – 10:45 a.m.

Advanced FMLA Compliance

Session 3: 10:45 a.m. – 12:00 p.m.

At more than 20 years old, the FMLA continues to be a thorn in the side of human resource professionals. Simply making sure that FMLA paperwork is correctly filled out and processed can take significant time. These hurdles can be exacerbated by employees being reluctant to provide medical information or having difficulty fulfilling their responsibilities. This session will address how to deal with frustrating situations both created by the need to provide legally mandated leave as well as the need to plan for absences.



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Lunch

12:00 p.m. – 1:00 p.m.

Session 4: 1:00 p.m. – 2:15 p.m.

Advanced Harassment Compliance

One of the unfortunate side effects of the Herculean efforts employers made to stamp out sexual and racial harassment in the workplace is that employees are much more willing to complain about the smallest slight. Employees do not understand the difference between someone being rude and someone engaging in illegal behavior. Along with this heightened sensitivity have come calls for workplace bullying laws and the general civility code for the workplace Title VII was never intended to be. These issues can be addressed by comprehensive planning and training directed toward making the workplace a great environment. This session will look at methods that are more holistic than responding to individual complaints to reduce the frequency of inappropriate behavior.

Session 5: 2:15 p.m. – 3:15 p.m.

Recent Developments

The greatest changes in employment laws during the Obama administration all arose out of the various federal agencies responsible for enforcement. President Trump will have been in office for five months. This session will cover how President Trump's appointments and executive orders will change the landscape of employment law for the next four years. Additionally, President Trump has promised to repeal and replace the Affordable Care Act. We will discuss how this has developed and where we see employee health benefits going.

Adjourn

