



# Hot HR Topics: What's New in 2015

Event

5.14.15

2015 is shaping up to be an interesting year for human resources law. Wage-hour litigation is on the rise. The Department of Labor is on the verge of making major changes to the law regarding exemptions. ADA and FMLA claims are on the upswing as compliance with these two laws continues to baffle even the most sophisticated HR professionals. And, the rules are changing as to whom is covered by the discrimination laws. Human resources professionals are caught in the middle of all the commotion. Are you prepared?

## Agenda

**9:00 - 9:50 a.m.**

### **Social Media – Is Your Policy Lawful**

Facebook, Twitter and LinkedIn are powerful tools but the rewards are not without risk. Scrutiny of workplace social media policies and new decisions are emerging monthly. Are you caught up on the latest developments? This session includes a review of the NLRB's recent enforcement positions, examination of subsequent decisions interpreting those guidelines and provides insights on crafting and implementing effective policies while safeguarding legal compliance.

**10:00 - 10:50 a.m.**

### **What's New in Wage-Hour**

Are you paying your employees lawfully? Are all of your workers properly classified? Are your time records really accurate? This presentation will provide an overview of what employers and human resources professionals need to know about wage-hour compliance. This will include the possible Fair Labor Standards Act exemption changes and how they might affect employers, the steep rise in government investigations and lawsuits in recent years, and how thoughtful compliance can mitigate risk.

**11:00 - 11:50 a.m.**

### **The Best Ways to Get Sued Over Leaves and Accommodation**

The most common type of employment lawsuit plaintiff today is the employee who got fired while on or after returning from a medical leave. This session will highlight mistakes in handling leaves that will almost certainly get you sued, including failing to reinstate an employee following a leave because you realized you really didn't need him, firing an employee who fails to return from FMLA leave, terminating an employee who is deemed "permanently disabled" under workers' compensation, and changing an employee's job duties while she is away on leave. We will also

address how to deal with multiple leave extensions and how to know when you are finished with the interactive process.

**1:00 - 1:50 p.m.**

**Sex, Gender, Same-Sex Marriage & Transgender Employees: What It All Means**

Around the country laws are changing as they relate to gender, how gender is defined, marriage between same-sex couples, and how transgender individuals should be treated in the workplace. As more states recognize same-sex marriage, employers have to be prepared to ensure that their benefits programs align with the new laws. Transgender employees also must be treated with respect and dignity, which often means training the rest of the staff about the laws that protect these individuals. This session reviews the changing laws and their impact on the workplace, and outlines steps employers should take to avoid legal problems.

**2:00 - 2:50 p.m.**

**Anatomy of an HR Lawsuit**

Human Resources can be a difficult field to navigate. Despite your best intentions, there are times a disgruntled employee or former employee may file suit against your company. What do you do when that happens? In this presentation, attorneys from Fisher Phillips will walk you through each step of a human resources lawsuit, and provide you with practical guidance to reduce your risk of liability. Learn the steps to follow to help ensure that you and your company are avoiding the risks of wrongful discharge, discrimination, retaliation and other common employment-related claims.

**Date and Time:**

Thursday, May 14, 2015

8:30 a.m. - 9:00 a.m.

*Registration and Continental Breakfast*

9:00 a.m. - 3:00 p.m.

*Program*

*(Lunch will be provided by Little Nicci's from 12:00 p.m. - 1:00 p.m.)*

**Location:**

Griffin Welcome Center

143 North Hill Street

Griffin, GA 30223

**Cost:**

\$60

*Registration Required*

**Co-Sponsors:**

Griffin Area Employer Committee  
Griffin/Spading Chamber of Commerce

*\*\*This program is HRCI approved.*

Registration and payment should be mailed by **Monday, May 11, 2015** to:

Georgia Department of Labor/Griffin Area Employment Committee Attn:

Sherry Maddock  
1514 Hwy 16 West, Griffin, GA 30223

Check should be made payable to GAEC.

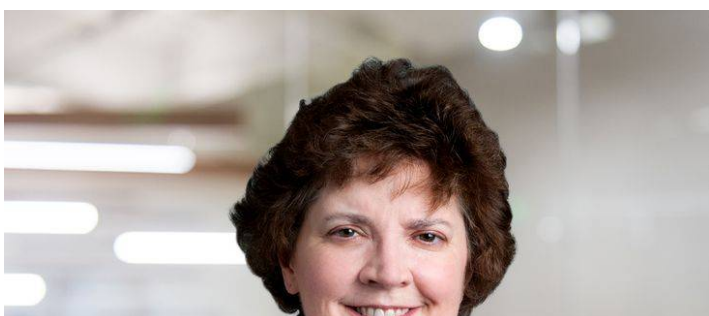
Registration Fee: One Attendee: \$60 ... Multiple Attendees \$50 each

For additional information, please contact Sherry Maddock at (770) 229-3193, Carrie Johnson at (770) 229-3194 or fax (770) 229-3287.

### ***Related People***



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