



2015 HR Academy for Cartersville-Bartow County Chamber of Commerce

Event
9.01.15

Fisher Phillips and Cartersville-Bartow County Chamber of Commerce are pleased to present a two-day 2015 HR Academy on September 1 and 2. Continental breakfast provided.

Tuesday, September 1, 2015

8:15 a.m. - 12:00 p.m.

What's New in Wage-Hour

Matt Simpson

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.

The NLRB and Your Employee Policies & Handbooks – The Do's, Don'ts, & Maybes

Howard Mavity

In the last year, employee handbooks and policies have been under fire and new laws have required employers to revisit and revise their handbooks. According to the NLRB many of your employee handbook policies are unlawful. Policies as simple as prohibiting employees from being on the worksite afterhours, or prohibiting employees from taking videos during work, have been attacked by the NLRB. Both union and non-union companies alike are forced to defend routine policies concerning confidentiality, employee conduct, and more. At this briefing, we will discuss the key policies that are under attack by the NLRB and how to minimize those attacks. We will also discuss more generally the policies you must have, policies you must change, policies you should steer clear of, and policies you “may” want to implement.

Conflict Resolution: Dealing with Difficult Employees

C.R. Wright

Do you sometimes find yourself dealing with bickering employees who also may play silly games that result in unnecessary conflict in the workplace? Workplace conflict is a serious problem and can lead to low productivity as well as expensive and time-consuming complaints or lawsuits.

Instead of avoiding difficult conversations with "problem" employees, learn ways to identify and resolve conflict. Learn how to avoid the traps employees try to set, particularly when they are coached or encouraged by others. We will discuss how to deal with such issues head-on, directly confronting the issues in a way that is both legal and effective. We will also talk about how to create a tone designed to encourage employees to recognize problems, tell the truth and get to a resolution.

Wednesday, September 2, 2015

8:15 a.m. - 12:00 p.m.

13 Strategies to Improve Your Safety Program

Tracy Moon

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.

Social Media and the Workplace

Josh Viau

The number of employees who use social media, both at work and in their spare time, is constantly expanding and employers are often forced to deal with the repercussions of that use. This presentation will provide you an overview of the various legal issues surrounding the use of social media in the workplace and will offer you tips to help your company avoid running afoul of the law.

Ask the Attorney

C.R. Wright

Are you looking for an opportunity to discuss the most difficult labor and employment issues you face on a day-to-day basis? Do you want to engage in an interactive, in-depth discussion with your colleagues about fact-specific scenarios? This is your opportunity to "Ask the Attorney." This presentation will facilitate an interactive group discussion tackling some of the trickiest labor and employment issues confronting in-house practitioners today.

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Tuesday, September 1, 2015

Wednesday, September 2, 2015

8:15 a.m. - 12:00 p.m.

Continental breakfast will be provided

Location:

Cartersville-Bartow Chamber
122 W. Main Street
PO Box 307
Cartersville, GA 30120

Cost:

\$35/day or \$50/ 2 days
Chamber Member

\$70/day or \$100/ 2 days
Non-Member

Please register [HERE](#).

For questions, please contact:

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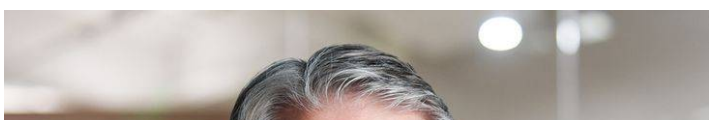
This program has been submitted to the HR Certification Institute and SHRM for review.

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