

FRIDAY, MAY 6 ♦ 8:00 AM - 4:30 PM

HR BLUEPRINT: A MASTER PLAN TO TRANSFORM YOUR WORKPLACE

Presented by:



**CONSTANGY
BROOKS, SMITH &
PROPHETE LLP**

- ♦ Learn the latest trends and strategies in employment law
- ♦ Prepare for changes on the horizon
- ♦ HRCI, SHRM & CLE continuing education credit
- ♦ Includes comprehensive resource manual and online materials

Up to six hours of HRCI and/or SHRM credit for one great price!



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MAY 6
2016**



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Begins at 8:00 am

PROGRAM
8:30 am - 4:30 pm
(includes lunch)

EARLY BIRD SPECIAL!
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HR BLUEPRINT:

A MASTER PLAN TO TRANSFORM YOUR WORKPLACE

Building a successful workplace requires a master plan. As legal requirements and the business environment change, your HR blueprint must adapt. Over the past year, we have seen significant changes to the foundation of employment law, and even more are expected. From Executive Action, to court decisions, to administrative agency developments, the area of employment law continues to grow and evolve. It is critical for legal counsel, human resource professionals and business owners to stay abreast of the latest rules and regulations to build a master plan that will take their companies into the future.

Put on your hardhat and join us at the Constangy, Brooks, Smith & Prophete 2016 employment law seminar for all of the latest information and much needed practical advice. This program offers ten informative sessions designed to help you develop winning strategies for your workplace.

WHO SHOULD ATTEND?

This seminar is designed for human resource professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, online access to presentations and materials, as well as a continental breakfast, lunch and snacks.

The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our seasoned employment lawyers. Participants in previous years' programs have told us that this is the most valuable seminar they attend all year.

2016 EMPLOYMENT LAW WORKSHOP

GENERAL SESSIONS:

PRELIMINARY PLANS

CAUTION — CONSTRUCTION AHEAD: Recent Developments in Employment Law

In building a successful human resource function, it is important to have a good foundational knowledge of the laws and regulations governing our workplace. This session will cover the most significant recent developments in labor and employment law. Employers will gain practical advice to help them reinforce their human resources compliance programs and prevent errors that can lead to attacks by government agencies, plaintiffs' attorneys and labor organizations.

THE TOOL BOX

POUND THE PAVEMENT: Fighting Day-to-Day HR Battles

Come prepared to share your HR battles and questions with our panel of employment law experts, who can give you practical advice to stay on solid ground. This interactive and informal session will help employers identify ways to avoid common mistakes and the lawsuits that follow, so that you have a strong foundation and avoid costly change orders.

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BREAKOUT SESSIONS: CHOOSE ONE IN EACH COLUMN

BONDING AGENTS: Creating an Inclusive Workplace

All good construction plans merge and celebrate the differences and strengths of various building styles. Similarly, the most functional workplaces create an environment of inclusion to bring various groups and people together into one cohesive group. This session will explore the various changes in the law regarding inclusion issues, including sex stereotyping, gender identity and LGBT rights, and discuss policies and practices to make your company an employer for the future.

HARD HATS REQUIRED: Dealing with Employee Tension and Conflicts in the Workplace

Put on your hard hats and safety shoes, and follow us through the construction of an investigation. As employee entitlement increases the number of conflicts in your workplace, developing strategies to assess and address employee tension is critical. This interactive session will take you through the architectural design of handling employee tension and conflict, from the first complaint, through the investigation and documentation, and to the closing of the case in order to avoid construction defects.

PICKETING FENCES: How Non-Union Workplaces Are Being Weakened by the NLRB

The NLRB continues to stretch its muscle and create more ways to encroach into non-unionized workplaces. From ambush elections to cracking down on handbook policies, every employer needs to be aware of the hidden dangers lurking around the construction site. This energetic and engaging session will explore the various tactics used by the NLRB, explore ways to protect your company from attack, and offer practical guidance for every company.

MEASURE TWICE, CUT ONCE: Protecting Your Company from a Lawsuit

Understanding the intricacies of a lawsuit will enable you to better protect your company from costly litigation. From the use of technology to the "CSI effect," employers are faced with heightened scrutiny and increasing costs. This session will take you through the various stages of a lawsuit and provide practical guidance to best position yourself for success.

BRIDGING THE GAP: Identifying Accommodation Pitfalls

Even if your company's accommodation policies are up to code, failing to provide reasonable accommodations to eligible employees can destroy your well designed plans. How do you handle your supervisor's lifting restrictions? What is your response when your electrician's religious beliefs prevent him from wearing a hard hat? This interactive session will cover the Supreme Court's new standards and an overview of recent cases regarding pregnancy, disability, and religious accommodations in the workplace.

FINES DOUBLED IN WORK ZONES: Solutions to Workplace Bullying & Violence

Workplace bullying and violence are becoming greater concerns for many companies. As the legal requirements and implications continue to rise, employers must be prepared to address these volatile issues. This session will explore the legal ramifications and discuss ideas on how to install strategies for preventing and handling these potentially dangerous situations.

PASSING INSPECTION: Complying with the Proposed FLSA Rules and Regulations

Building the proper infrastructure to protect your operations from the Department of Labor's proposed wage and hour regulations is critical to every company's success. The discussion will cover the shrinking white collar exemptions, interns, joint employers, postliminary duties and the Department of Labor's approach to enforcing these proposed standards.

CONSTRUCTION DELAYS: Handling Employee Leave Issues

Your company's success depends heavily on the sustained productivity of your employees. However, if they are not at the work site consistently, or if they are abusing your leave policies, the company's buildout of its profits will suffer. This program is designed to help you improve your foundation of knowledge on how to handle the tricky interplay between the ADA, FMLA and worker's compensation laws as they affect employee leave.