
Labor and Employment Update for HR Professionals

May 9, 2013

Flaster Greenberg and Primepoint

HR professionals can earn up to three (3) HR credit hours at this complimentary labor and employment update. Space is limited and preregistration is required through Primepoint.

Time:

8:00 a.m. - 12:10 p.m.

Location:

Primepoint
2 Springside Road
Mt. Holly, NJ
Just off I-295, Exit 45B

Session I:

Avoiding Legal Landmines

How to Effectively Discipline and Discharge Employees

Kenneth R. Gilberg, Shareholder, Flaster Greenberg PC

Navigating the disciplinary landscape grows more complex every day. This seminar will address key regulations and processes related to discipline and discharge:

On completion of this seminar, the participants will be able to:

- Appreciate why a fair and uniformly-implemented disciplinary system minimizes the likelihood that grievances and lawsuits will result
- Understand why discipline must be progressive and rehabilitative, not punitive
- Explain why positive discipline is a critical element in improving the skills and productivity of the work force
- Counsel employees in order to maintain discipline and improve productivity
- Effectively discipline and discharge employees

Recertification Credit Hours Awarded: 1:00

Specified Credit Hours: General

Continued

Session II:

Catch'n Keep

Strategies for Recruiting and Retaining Talent

Adam E. Gersh, Shareholder, Flaster Greenberg PC

With the pressure that recruiting, training, and turnover put on a business's bottom line, learning to find and retain talent is a key to successful organizations. This seminar will tackle the legal issues businesses face when trying to find or retain talent.

On completion of this seminar, the participants will be able to:

- Understand the potential risks inherent in recruitment methods
- Identify strategies for recruiting employees subject to non-competes
- Develop retention plans
- Grasp the boundaries for developing creative solutions for retaining talented but challenging employees

Recertification Credit Hours Awarded: 1:00

Specified Credit Hours: General

Session II:

Just Leave

How to Handle Common & Complex Family & Medical Leave Issues

Michael D. Homans, Shareholder, Flaster Greenberg PC

Effectively managing family and medical leave is one of the most challenging aspects of human resources. This seminar will focus on the most common issues of concern, and provide tips and tools for lawfully dealing with issues under the federal Family and Medical Leave Act and state leave laws. Items we will cover include:

- Quick review of FMLA basics
- New and evolving legal issues and regulations
- Issues of disability accommodation that overlap with medical leaves
- Duties with regard to returning employees to work after leave, and when it is safe to terminate an employee on extended leave
- Issues in determining whether leave is "covered"
- Forms and sample policies, as well as on-line tools and assistance

Recertification Credit Hours Awarded: 1:00

Specified Credit Hours: General

Continued

Detailed Agenda:

8:00 – 8:30 a.m. Continental Breakfast and Networking

8:30 – 8:40 a.m. Welcome

8:40 – 9:40 a.m. Session I

9:40 – 9:55 a.m. Break

9:55 – 10:55 a.m. Session II

10:55 – 11:10 a.m. Break

11:10 a.m. – 12:10 p.m. Session III

ATTORNEYS MENTIONED

Adam Gersh