

Employment Law Update

Holiday Inn Eau Claire South, Eau Claire, Wis. | September 20, 2017

PROTECTING YOUR EMPLOYEES AND COOPERATIVE

In the business climate, the areas where you need to be legally up-to-date are seemingly endless, and one mistake can be too many. This update is packed with information and insight into today's constantly changing employment law. The highly qualified instructors will provide you with an overview of the most pressing issues, case studies and necessary information related to difficult legal challenges you could potentially face.

AGENDA

Registration: 8 a.m.

Program: 8:30 a.m. – 4 p.m. (includes lunch and breaks)

KEY TOPICS

Legal Update

Review the most significant employment legislation, cases, and hot topics you should know.

A Day in the Life – Drugs and Alcohol in the Workplace – The Legal Labyrinth

Substance abuse and alcoholism provide myriad of challenging legal dilemmas for employers. Failing to understand the law in these areas could result in safety violations, harm to others and lawsuits by those harmed, while improper action can result in liability for disability discrimination harm to workplace morale, and the loss of otherwise good employees who needed accommodation. This presentation follows the “employment life cycle” of a single hypothetical employee, analyzes the challenging issues presented at each crucial stage and provides key strategies for navigating safely through the legal labyrinth surrounding these issues.

Office Parties: When Good Times Turn Bad – Employer's Liability

Office parties are fun, boost morale and can also go over the line and result in company and personal liability. Office parties, picnics, and other social events have ended up in court on issues of drunken driving, assault and battery, sexual harassment, racial and even religious discrimination. There have been findings of personal liability for HR Managers or CEOs. This program explores “the line” between a good time and liability and what to be aware of to protect your company and yourself.

When is Honesty the Best Policy?

How do you balance obligations of confidentiality, non-disclosure and business strategy against the requirements of validated documentation and fair warning in employment decisions? People and organizations are often less than honest – and may be required to be so. Trade secrets, confidentiality rules, national security, strategic planning, and even politeness dictate that complete candor is often not the best policy. Complete “brutal” honesty can harm relationships and chill skill development. Yet, deception also bites back personally and legally, often with courts assessing punitive damages. When is honesty absolutely necessary? When does the “gloss” half-truth, embellishment or omission become deceptive? What do you do if caught in a half truth, omission, or outright misstatement? Can you be legally safe, even if you are wrong?

Terms of Confusion

A handful of employment terms people think they know, BUT often generate trouble due to less than accurate understanding.

PRESENTERS

Bob Gregg, Attorney & Partner, Boardman & Clark Law Firm, Madison, Wis.

Bob has been involved in employment relations for more than 30 years. He litigates employment cases, representing employers in employment contracts, discrimination cases, FLSA, FMLA, and all other areas of employment law. His main emphasis is helping employers achieve enhanced productivity.

Dan Stahl, SPHR, Human Resources Group, Portage, Wis.

Dan has more than 25 years' experience in the field of human resources, with particular strengths in the areas of talent acquisition, compensation, strategic planning, performance management, and employee development.

REGISTRATION

	By Sept. 1	Sept. 2-19
Members	\$250	\$300
Nonmembers	\$325	\$375

Mail completed registration form with payment to:

Cooperative Network

1 South Pinckney Street, Suite 810
Madison, WI 53703-2869
dawn.bausch@cooperativenetwork.coop
Fax: (608) 258-4407

LOCATION & LODGING

Holiday Inn South

4751 Owen Ayres Court
Eau Claire, WI 54701
Phone: (715) 830-9889

Room Block Information:

Name: Cooperative Network
Employment Law Update Block
Rate: \$113.95 + tax
Cut-off: Sept. 1, 2017

CONTACT

Dawn Bausch, VP of Administration
dawn.bausch@cooperativenetwork.coop
Phone: (608) 258-4390

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EARLY REGISTRATIONS DUE FRIDAY, SEPTEMBER 1

Company _____

Address _____

City _____ State _____ Zip _____

Contact Email _____ Phone _____

REGISTRATION FEES *Include meal, breaks, instructor fees, and conference materials.*

ATTENDEE INFORMATION	Received by Sept. 1		Received Sept. 2 to Sept. 19	
	Member \$250 each	Nonmember \$325 each	Member \$300 each	Nonmember \$375 each
Name, Title, Email				
Name, Title, Email				
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Name, Title, Email				
TOTAL DUE				

Please specify any necessary dietary or physical accommodations and for which attendee(s):* _____

** Please note that special requests can only be guaranteed if made at least one month prior to event.*

CANCELLATIONS. Notice must be received by September 1, 2017, for a full refund. No refunds will be issued for late requests.

Please return registration form(s) and payment to:

Cooperative Network

1 South Pinckney Street, Suite 810

Madison, WI 53703-2869

Email: dawn.bausch@cooperativenetwork.coop

Fax: (608) 258-4407

Early Registration:

Received on/before Sept. 1

Late Registration:

Received Sept. 2 to Sept. 19