

Maddin Hauser's
Employment Law
Symposium

Auditing Workplace Best Practices: Compliance And Enforcement Issues

Wednesday, June 13, 2018

Adam M. Blaylock

Managing Unemployment Liability and Responding to Claims for Benefits

- Disputing claims for unemployment insurance benefits
- Managing employee departures and risks for claims
- Business transactions and unemployment taxes

Kaitlin A. Brown

Termination of Employment: Respecting Employees and Protecting Employers

- When and how to end the employment relationship
- Statutory obligations and risks for potential legal exposure upon termination
- How severance packages protect employers and ease the transition for employees

R.J. Cronkhite

Hiring the Right People the Right Way: A Guide to Onboarding Employees

- Documents that new employees must complete
- Acts that expose employers to potential liability during the application, interview, and onboarding process
- Strategies to protect employers and mitigate potential liability

Michelle C. Harrell

Employee Performance Management: Successfully Implementing Employee Development Processes

- Integration of development programs as a key factor in employee success and retention
- You can pull a sprout – coaching and mentoring for success
- The role of documentation – carrot or stick?

John A. MacKenzie

Surviving an I-9 Inspection Conducted by U.S. Immigration and Customs Enforcement (ICE)

- Overview of the I-9 inspection process
- Compliance with employment eligibility and verification requirements
- Mitigating and defending a post-inspection fine from ICE

Zoey A. Mayhew

Workplace Training: The Importance of Employee Education as a Preventative Measure

- Implementing training for employees, managers, and executives
- Mandated versus recommended training in the #metoo era
- Best practices and benefits of documenting the training process

James M. Reid, IV

Managing Leave Issues while Navigating the Overlap between FMLA, ADA, GINA, Workers Compensation and Leave Policies

- Learn from mistakes made by other employers and recent case law
- Reduce employer liability by understanding best practices that account for overlapping legal obligations
- Audit current procedures to implement change

Ronald A. Sollish

Protecting Organizational Good Will and Business Assets

- Utilizing non-competition and non-solicitation restraints
- Protecting confidential/proprietary information
- Protecting ideas, inventions and intellectual assets

Recertification

Pending Credits for:

HR Certification Institute
3.5 General Credit Hours

SHRM
(Society for HR Management)
3.5 PDCs: SHRM-CPSM or SHRM-SCPSM

American Payroll Association
3.5 RCHs