

Maddin Hauser's Employment Law Symposium

Proactive Employment Practices: What Every Employer Should Know

Wednesday, June 1, 2016

Ronald A. Sollish

The Most Important Documents to Protect Your Organization

- Onboarding protections
- Establishing workplace policies
- Defensive documentation

David E. Hart

Employee Retaliation Claims: Your Worst Nightmare

- Nature of retaliation/employee rights
- Discrimination claims
- Social media retaliation

Kathleen H. Klaus

Employee Class Actions: Wage and Hour, Discrimination and Background Checks

- Increase in class actions based on statutes other than discrimination statutes
- Wage and hour cases. Reduction in union representation as led in increase in private attorney general" cases filed by class action lawyers
- Statutes that are not employment related on their face (Fair Credit Reporting Act) contain risks for employers

Charles M. Lax

Give Your 401(k) Plan a Boost

- Don't overlook Roth 401(k) opportunities
- Having an ADP problem? Here are some suggestions
- Getting the most "bang for your buck"

Richard M. Mitchell

Managing Employee Lawsuits

- Pitfalls that lead to litigation and keep you up at night: What plaintiff lawyers love to see
- Preserving the evidence and electronic data before suit is even filed
- Reaching an accommodation: Statutory requirements unique to resolution of employment litigation

Important Legal Updates on Discrimination Claims

- Crucial new discrimination cases
- LGBT discrimination and bathroom issues
- ADA Interactive Process and Accommodations

Michelle C. Harrell

Employee Leave: Navigating the Morass

- Fundamentals of Employee Leave
- The Employee Leave Flowchart
- Pitfalls - New Case Law Opens Door on HR Personal Liability

What You Need to Know About Whistleblowing

- Ground Rules: What are the basic definitions/elements of the claim (Michigan/federal - especially Sarbanes-Oxley and Dodd-Frank)
- Before the Whistle Blows: Establishing appropriate internal procedures regarding employee reporting
- Staying in Bounds: Understanding how to respond to whistleblower complaints, preventing retaliation and accusations of retaliation

Marc S. Wise

Affordable Care Act Compliance

- Plan Document/SPD Issues
- Participant matters
- Internal Revenue Service requirements

Recertification



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