

Program Agenda: Afternoon Tailored Tracks

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	IN-HOUSE COUNSEL TRACK <i>(in Capital Peak Room)</i>		HUMAN RESOURCES TRACK <i>(in Pyramid Peak A)</i>
12:30 p.m.	<p>When Johnny Comes Marching Home: USERRA Development This session will review employer's obligations under the Uniformed Services Employment & Reemployment Rights Act (USERRA). Understand the benefits, rights and protections employees who are taking a leave of absence for military service or returning from military service are entitled to. <i>Speaker: Thomas Hazard</i></p>	12:30 p.m.	<p>Employment Law FAQs and New Developments Designed for HR personnel to cover frequently asked questions regarding the FMLA, ADA, and other employment law issues, including sexual orientation discrimination in the workplace. <i>Speakers: Brad Cave and Joanna Vilos</i></p>
1:15 p.m.	<p>Grappling with Foreign Staffing: Immigration Enforcement and Employer Compliance Immigration issues are increasingly affecting employers, particularly with the implementation of new laws and a growing shortage in certain professional disciplines. Learn about recent developments in immigration enforcement and the types of situations that can lead to problems for employers. This session will also cover visa options for key employees and how to retain key professional employees through the application process for permanent residence. <i>Speaker: Chris Thomas</i></p>	1:45 p.m.	<p>Common HR Pitfalls This session will discuss the most common HR issues that may be exposing your business to potential legal liability, and most importantly, offer tips to steer clear of these pitfalls. <i>Speakers: Emily Hobbs-Wright and Alyssa Yatsko</i></p>
2:00 p.m.	<p>The First 30 Days of Your Employment Case This session will discuss how to use the first 30 days of an employment case to your advantage. Learn early defense strategies that will position your case for the best possible outcome. <i>Speakers: Vivian Barrios and Tanya Milligan</i></p>		
2:30 p.m.	Break	2:30 p.m.	Break
2:45 p.m.	<p>Wage & Hour Class Actions – Are You Next? FLSA claims are on the rise. Are you prepared? This program will summarize recent wage/hour trends, and provide you with the tools to evaluate and identify potential compliance issues to minimize your exposure to liability. <i>Speaker: Greg Eurich and Jeff Johnson</i></p>	2:45 p.m.	<p>Dealing with Conflict: Effective Employee Discipline Avoid unnecessary disputes through effective discipline and termination procedures. Learn about your legal obligations when dealing with unacceptable employee behavior and documentation requirements to protect your organization from discrimination, retaliation and wrongful discharge claims. <i>Speaker: Brian Mumaugh and Christina Gomez</i></p>
3:15 p.m.	<p>Preparing the Company Witness for Deposition or Trial Ever witnessed your case undermined by damaging witness testimony? When others witness it too, chances of a successful settlement are at risk. This session will help empower witnesses to give their most effective testimony, both in substance and style. <i>Speaker: Dr. Ken Broda-Bahm, Persuasion Strategies</i></p>	3:15 p.m.	<p>Mock Investigation: Workplace Violence and Employee Misconduct This mock demonstration of an investigation will outline the role of HR leaders in preparing for and conducting investigations regarding workplace violence and employee misconduct issues. <i>Speakers: Steven Gutierrez and Steven Foster, Business Controls, Inc.</i></p>
4:00 p.m.	Adjourn	4:00 p.m.	Adjourn