

AGENDA

Workplace Law 2011

7:30 a.m. – 8:00 a.m.

Registration

8:00 a.m. – 8:45 a.m.

Recent and Expected Changes in Labor & Employment Law

- Understanding current trends
- Recognizing emerging enforcement strategies
- Anticipating future changes

8:45 a.m. – 10:00 a.m.

Adapting to the National Labor Relations Board's Expected Policy Changes

- Appreciating employee rights
- Asserting employer rights
- Maintaining a union-free status
- Working with incumbent unions

10:00 a.m. – 10:15 a.m.

Networking Break

10:15 a.m. – 11:15 a.m.

Employee Leave Issues

- The Family Medical Leave Act
- Service member leave rights
- Americans with Disabilities Amendments Act

11:15 a.m. – 12:00 p.m.

The New Wave of Discrimination, Harassment and Retaliation Claims

Helping your clients:

- Understand the laws and types of discrimination, harassment and retaliation
- Adopt the necessary policies and procedures
- Conduct investigations
- Respond to complaints
- Identify current issues

12:00 p.m. – 1:00 p.m.

Lunch (on your own)

1:00 p.m. – 2:00 p.m.

Handling Government Investigations

- Laying the groundwork to withstand an investigation
- Protecting employer rights
- Responding to EEOC charges
- Handling wage and hour and OSHA investigations
- Dealing with other government investigations

2:00 p.m. – 3:00 p.m.

Complying with Wage and Hour Laws in a Time of Increased Enforcement and Litigation

- Overview of wage and hour laws
- Paying wages and permissible deductions
- Correctly classifying workers
- Proving exemptions
- Maintaining records
- Monitoring overtime, meal and rest periods

3:00 p.m. – 3:15 p.m.

Networking Break

3:15 p.m. – 4:00 p.m.

Social Media in the Workplace

- Taking advantage of the Internet and social media
- Avoiding the pitfalls for employers – and employees
- Developing effective employment policies for electronic communications, blogging and social media

4:00 p.m. – 5:00 p.m.

Best Practices for a Positive Employee Relations Program – Required for Maintaining Legal Compliance

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