

HUMAN RESOURCES IN THE ERA OF CHANGE

WHAT EMPLOYERS NEED TO KNOW AND DO A SEMINAR FROM THE DIVISION OF PERSONNEL

In today's ever changing work environment, supervisors, managers and human resource professionals need to be aware of key laws, regulations, and issues related to employment law. This highly informative seminar will provide you with information you need to guard against avoidable and sometimes costly employment pitfalls.

AGENDA

EMPLOYMENT LAW UPDATE: THE CHANGING LANDSCAPE

The landscape in Washington is rapidly changing, with new legislation and directives, and more expected to come. This segment will cover key legislative and regulatory developments, reform initiatives, major federal and state court cases, changes at the Department of Labor, and the outlook for 2010 and beyond.

COMPENSATION PRACTICES: A CHANGE OF DIRECTION

It is more important than ever for employers to maintain sound and defensible compensation practices. Learn about compensation strategies under the new Lilly Ledbetter Fair Pay Act, emerging trends in FLSA class and collective actions, and other compensation considerations.

THE ELECTRONIC AGE: CONTINUOUSLY SUBJECT TO CHANGE

Information technology continues to change the way HR is managed. This segment will focus on the use of networking websites, e-mail communications on HR issues, use of cell phones and other e-devices, electronic retention and distribution of HR documents, e-signatures, and key e-discovery issues.

HARASSMENT, INCIVILITY AND BULLYING:

CHANGES IN STRATEGY

Employees too often mistakenly believe that anything they don't like at work constitutes harassment. As a result, harassment policies and training have moved into the next generation. This segment will cover new strategies for prevention of harassment and the difference between unlawful harassment and acts of bullying/incivility.

HIRING AND PERFORMANCE ISSUES DIRECTING A CHANGE IN COURSE

Knowing the right questions to ask when staffing your organization and ensuring employees fulfill their performance expectations once they are on board is fundamental to doing business. This segment will cover lawful and effective interviewing, the importance of addressing performance and behavior problems *as they occur* (including discipline, performance evaluations, and documentation), and handling requests for reasonable accommodations.

LEAVES & ACCOMMODATIONS: SEA OF CHANGE IN THE BERMUDA TRIANGLE

With a new ADAAA and new FMLA regulations, safely navigating the Bermuda Triangle is more challenging than ever. This segment will focus on FMLA and non-FMLA leaves, overlapping issues in the FMLA and ADAAA, and best practices for compliance with those as well as pregnancy and worker's compensation laws.

Registration Information

November 3, 2009
8:30 AM – 4:30 PM
Governor Office Building
Room 450 (Ballroom)
200 Madison Street
Jefferson City
Cost: \$149.00

Enroll online at
www.training.oe.mo.gov

For more information
contact Teresa Maher
at (573) 751-4514

Office of Administration
Division of Personnel
Training and Development
www.training.oe.mo.gov

OUR PRESENTER:

SUE K. WILLMAN



Sue Willman is a member of Spencer Fane Britt and Browne, LLP in Kansas City and has over 30 years of experience as an employment lawyer. Sue represents management exclusively on workplace legal issues, specializing in hiring, discipline, discharge, employment-related contracts, FMLA, ADA, harassment, discrimination, wage/hour, safety, state employment laws, and more; and defends employers in connection with employment-related claims filed with government agencies. Sue is frequently quoted and published in HR publications and is a frequent presenter at national, regional, and local employment law conferences.

Sue attended law school and received her J.D. degree from the University of Missouri-Kansas City. Upon completing law school, she was an employment attorney and partner for a law firm in Kansas City, where she also served as the Chief Human Resources Officer. Sue later became Human Resources Division Counsel for Payless Cashways, Inc. before joining Spencer Fane as an employment attorney in 1997.

