

Employment Issues 2014 UPDATE



LABOR AND EMPLOYMENT INFORMATION FOR MANAGERS, LEGAL COUNSEL AND HR PROFESSIONALS

Legal Developments: Legal Update and Lessons Learned

This segment will address key federal and state employment law developments during 2013 and 2014, lessons learned, and practical guidance for complying with the new developments. It will also cover major pending court cases to watch in 2015, and examine key employment law issues on the horizon.

HR Policies: Hot Ones to Have and to Avoid

Sound HR policies are important when taking adverse action against an employee and for defending employment claims. Certain policies are critical to have. However, some HR policies can make an employer vulnerable, or may even provide the basis for a claim. This segment will discuss "hot" HR policies – both those that are cutting edge (and "must have") and those that can burn you.

HR's Dream: The On-Time and Always Ready Employee

In the ideal workplace, employees would always arrive at work on time, be fit for duty with no work restrictions, and never be absent. But in the real world, there will always be attendance and fitness issues which need to be properly managed. This segment will provide practical tips for balancing the need for reliable employees with the legal requirements imposed by the ADA, FMLA, and other leave laws.

HR Development: Avoiding Pregnancy Discrimination Claims

While the **Pregnancy Discrimination Act** has been around since 1978, the EEOC recently issued a new Enforcement Guidance on pregnancy discrimination. The Enforcement Guidance reflects EEOC's interpretation of the law and its position on certain issues. This segment will address the principles set out in the Enforcement Guidance, types of claims that pregnant employees could have, and best practices for avoiding claims.

HR's Nemesis: The Difficult and High Maintenance Employee

Some employees are unquestionably more difficult to manage than others. What should you do about the bully, an employee in an abusive relationship, a suspected drug user, the renegade, the finger-pointer, the pre-emptive striker, the fraternizer, the complainer/whiner, and the "bad fit"? This session will discuss challenging employee behaviors and will provide tips and practical guidance on how to effectively manage them to minimize legal problems.

HR Closure: Discharge Exit Strategies and the Aftermath

The decision to discharge an employee needs to be a thoughtful one and communicated in a sound way, after planning for it and anticipating issues that may arise during or after it. This segment will address issues to consider before making a discharge decision, preparing for the discharge meeting, and handling post-termination issues (unemployment claims, request for termination letters, filing of a charge with a government agency, etc.).

November 6

9:00 AM - 4:00 PM

Governor Office Building
Room 450, 200 Madison Street
Jefferson City
\$149.00

This program has been approved for **6.0 (General) recertification credit hours** toward PHR, SPHR and GPHR recertification through the HR Certification Institute; and **7.2 MO CLE credit hours**.



Our Presenter:

Sue K. Willman, JD, SPHR

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 often quoted and published in HR publications and is a frequent presenter at employment law conferences. Sue attended law school and received her J.D. degree from the University of Missouri-Kansas City.

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