

Employment Issues 2012 Update

Labor and Employment Information for Managers, Legal Counsel and HR Professionals

Legal Update: Key Employment Law Cases and Regulatory Developments

This session will address key employment law court cases during 2012 and lessons learned from them. It will also provide a post-election overview of priorities and initiatives in Washington on employment law issues, including federal agency initiatives for 2013 and beyond that will affect HR practice.

Social Media: Legal Implications for HR

The use of social media has become pervasive and is here to stay. Social media use raises numerous legal and practical issues for HR and supervisors. This session will address the most common challenges for HR, the current state of the law on social media issues, and provide tips for managing this evolving area of the law.

Top 10 Mistakes Employers Make: How to Avoid the Courtroom

Most claims and lawsuits are filed not because of legal violations, but because of other practices and actions by supervisors and HR. This session will cover the top 10 mistakes employers make that often result in legal claims. It will also provide practical guidance on preventing these mistakes and minimizing potential liability.

ADA: Best Practices for Managing Leaves and Absences

The most challenging ADA accommodation issues at the moment are attendance and leaves of absence, particularly with EEOC looking for test cases on these issues. This session will discuss EEOC initiatives on this topic, practical tips for HR on handling attendance and leave issues, and major EEOC class action settlements which shed light on EEOC's aggressive position and interpretation of the ADA.

Tuesday, December 4, 2012

9:00AM - 4:00PM
Governor Office Building
Room 450 (Ballroom)
200 Madison Street
Jefferson City, Missouri
\$139.00



Missouri CLE and HRCI Approved

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

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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 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.