

Salt Lake SHRM Employment Law Seminar

The Juggling Act: HR Strategy and Employment Law Compliance

Tuesday,
April 10, 2012
7:30 AM to 1:30 PM

Salt Lake City Marriott
Downtown
75 South West Temple
Salt Lake City, UT
84101

7:30 AM - 8:15 AM REGISTRATION AND CONTINENTAL BREAKFAST

8:15 AM - 9:00 AM INTRODUCTION AND EMPLOYMENT LAW UPDATE
Elisabeth (Babe) Blattner-Thompson, Esq.

9:00 AM - 9:10 AM BREAK

9:10 AM - 10:00 AM SESSION ONE

DEFENSIBLE WORKPLACE INVESTIGATIONS *Karen M. Clemes, Esq.*
Having a defensible investigation process is critical to your HR compliance plan. Karen will focus on the key elements of this process, including how to determine who investigates, how to investigate, how best to document, and when to involve counsel.

EMPLOYMENT IMMIGRATION BOOT CAMP: TOP 10 TRENDS FOR 2012 *Lorina Tester, Esq.*
Learn important information related to hiring foreign employees as Lorina covers changes in employment-based immigration laws and the latest trends in investigations, audits, and guidelines.

**STRATEGIC PLANNING:
YOUR 2012-2014 HEALTH CARE REFORM GAME PLAN** *Brian M. Pinheiro, Esq.*
With substantial changes looming in 2014, employers should consider the immediate implications of the Affordable Care Act on their workforces and health plans. Brian will discuss immediate action items, longer-term planning opportunities, and the possibility that a Supreme Court decision will unravel health care reform.

10:00 AM - 10:10 AM BREAK

10:10 AM - 11:00 AM SESSION TWO

ADDRESSING FLSA RISKS: AUDITS AND FIXES *Karen M. Clemes, Esq.*
Given the DOL's stepped-up enforcement of the FLSA and the recent wave of wage and hour class action litigation, now is the time to focus on an FLSA compliance plan. Karen will provide a strategic approach to assessing and fixing your wage and hour problems.

**INTERFACING WITH GOVERNMENT AGENCIES:
WHAT TO DO WHEN THEY COME KNOCKING** *Babe Blattner-Thompson, Esq.,
and Denise M. Keyser, Esq.*
Babe and Denise will offer practical strategies and tips for dealing with the UALD, EEOC, DOL, OSHA, and OFCCP, whether you are facing formal complaints by a named individual in a traditional litigation setting or an investigation without prior notice. Know your rights BEFORE the government shows up at your door.

**THE MOST IMPORTANT THINGS TO CONSIDER WHEN YOUR
BUSINESS EXPANDS INTERNATIONALLY** *Barbara Bagnasacco, Esq.,
and Stuart Reid, CPA*
Is your company expanding into foreign markets? Learn about the impact of employees' mobility on your competitive advantage, the challenges of operating in multiple jurisdictions, best practices in rolling out a global policy, and recent trends in corporate compliance.

11:00 AM - 11:10 AM BREAK

11:10 AM - 12:00 PM SESSION THREE

"IT'S COMPLICATED": SOCIAL MEDIA TRENDS IN THE WORKPLACE *Jason D. Boren, Esq.*
With more than 80 percent of Americans using a social network, today's businesses often grapple with social media issues in the workplace. Jason will talk about appropriate social media usage by both employees and employers, recommend policy components that can help protect your business, and discuss recent legal developments.

DEEP DIVING INTO ADAAA: LESSONS LEARNED FROM CASE LAW *Babe Blattner-Thompson, Esq.*
Using a case study approach, Babe will discuss difficult problems involving disabilities in the workplace. Several solutions, including creation of an official ADAAA process, will be suggested.

WHAT YOUR HR TEAM NEEDS TO KNOW ABOUT LITIGATION *Matthew L. Moncur, Esq.,
and Quinton J. Stephens, Esq.*
Matt and Quin will explain the steps your company can take to avoid litigation and ensure it is well positioned should litigation occur. Topics to be covered include documentation, document retention policies, litigation holds, and other best practices.

12:00 PM - 12:30 PM LUNCH

12:30 PM - 1:30 PM LUNCH KEYNOTE

MAKING STRATEGIC HR REAL! *Ralph Christensen, Managing Director, HR, LDS Church*
The author of *Roadmap to Strategic HR: Turning a Great Idea into a Business Reality*, published by AMACOM, 2005, will provide insights on how HR professionals can move from being administrators to strategic contributors.



CONTINUING LEGAL EDUCATION
General and strategic HRCI recertification credit pending.

FEE
Salt Lake SHRM members: \$75
Non-Salt Lake SHRM members: \$115
Handbooks and lunch are included.
Lunch Keynote Only: \$30
(non-Salt Lake SHRM members)

REGISTER
To register, please visit www.slshrm.org or contact Dianne Hanson at 801.870.2757.

RSVP
Seating is limited. RSVP by April 6, 2012.