



2019

LABOR & EMPLOYMENT LAW SEMINAR

Presented by McNeese Wallace & Nurick LLC
Offered by Human Resource Association of Centre County

Wednesday
October 23, 2019
7:30 a.m. - 3:30 p.m.

Toftrees Resort & Conference Center
1 Country Club Lane • State College, PA 16803

7:30 - 8:00 a.m. – Registration and Hot Breakfast Buffet

8:15 - 8:30 a.m. – Welcome and Opening Remarks

8:30 - 10:00 a.m. – Year in Review - Legal Update

This session will focus on the major labor and employment law developments over the past year, and what to expect going forward.

10:00 - 10:15 a.m. – Break

10:15 - 11:45 a.m. – Medical Marijuana. It seems that it is here to stay and may even be expanding

This session will explore the impact of its legalization on employment, from random and reasonable suspicion drug testing in an environment where seemingly everyone has a card (and hiring and retention are harder than ever) to reasonable accommodations and workplace safety issues.

11:45 a.m. - 1:00 p.m. – Complimentary Lunch/Networking

1:00 - 2:00 p.m. – Concurrent Breakout Session

A. Employee Benefits in 2019: Top Compliance Traps (And How to Avoid Them)

Employers have spent the better part of the past decade trying to stay on top of Affordable Care Act regulations. In the meantime, other compliance issues may have gone unnoticed and plans that require updating may have laid dormant. This interactive session highlights the top compliance issues that our experts encounter most frequently in the realm of retirement plans, health plans, Section 125 plans and other fringe benefits. Whether you are a benefits specialist, HR generalist or in-house counsel, this session will help you determine whether your company's employee benefits require attention.

B. H.R. 201: ADA/FMLA Selected Issues

In this session, we will cover some of the more difficult FMLA and ADA scenarios, including accommodation of mental health disabilities and addiction/recovery leaves of absence. We will also discuss the increased use of Third Party Administrators. Think that a TPA will live up to all of the promises? Remember, you are still the "Employer" under the statutes, so you are ultimately responsible for FMLA calculations and the ADA Interactive Process.

2:00 - 2:15 p.m. – Break

2:15 - 3:30 p.m. – H.R. 101: Personnel Files, Performance Documentation and Telecommuting

This session is designed for those new to the profession but will serve as a good refresher to the seasoned professional as well. Topics will include (1) Personnel Files - what should be included, what should be excluded, what is confidential; (2) Performance Documentation – how to strike the right balance between delivering candid negative performance evaluations, while still providing the encouraging feedback that those new to the workforce seem to require; and (3) Telecommuting – when it works, when it doesn't.

Credits Submitted:
SHRM, HRCI & CLE Credits - 5 Hours

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SIGN UP NOW!

Limited Seating; First Come, First Served

Mail this form or register online at hracc.shrm.org

Registrations and Payment due by **OCTOBER 11, 2019**

Complete and submit a separate form for each additional seminar attendee.

Name: _____

Title: _____

Phone: (____) _____ - _____

First Name/Nickname for Badge: _____

Company Name and Address: _____

E-mail Address* _____

*Needed for registration confirmation

I will not be staying for lunch or the afternoon session I am interested in receiving HRCI and/or SHRM credits I am interested in receiving CLE credits

Please return the registration form with the registration fee (payable to HRACC) by October 11, 2019 to:

HRACC
Carolyn Hettich, Treasurer
19 Colonnade Way, PMB257
State College, PA 16803

Human Resources Association of Centre County

WE ARE a local chapter and affiliate of the Society for Human Resource Management (SHRM) and have been around for 48 years serving Centre County and the surrounding areas! Whether you are new to the HR field or a veteran, we are a local starting point for networking, information, professional development, and continued support of excellence in the Human Resources field.

OUR MISSION:

“To create a safe and confidential space to share and to gain greater knowledge for your job in Human Resources.”

Please visit us online at <http://hracc.shrm.org/> to learn more about the HRACC and the benefits of becoming a member.



McNees Wallace & Nurick LLC

The Labor and Employment Group of McNees Wallace & Nurick provides detailed, effective legal representation and counseling to employers on a broad range of matters, including: Human Resource auditing; supervisor/manager/employee training; internal and external investigations; affirmative action compliance; Family and Medical Leave Act compliance and litigation; labor negotiations, labor arbitration, and other disputes with unions (private and public); employment discrimination and harassment litigation; non-compete and other restrictive covenant litigation; occupational safety and health; wage and hour compliance and litigation; unemployment compensation; workers' compensation; wrongful discharge; statutory and regulatory compliance; and ERISA compliance and litigation.



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