

## Indiana County Area SHRM

Celebrating our 27th year; we have gone through many changes as we grow to meet the needs of our membership. We are constantly developing new ideas and strategies to help the working professional strive to be the best. We offer monthly learning and professional development programs for local human resources and business management professionals.

The Indiana County Area SHRM typically meets every third Friday of the month for either a breakfast or lunch meeting and educational seminar. Our meetings are comprised of networking opportunities with other local HR professionals and business and management professionals. In addition, we provide a speaker on areas relevant to HR issues such as: HR Legislative and Legal Issues, Organizational and Individual Performance Management, and Current HR Trends. Most meetings are HRCI Certified and SHRM Certified, with credit information provided to attendees via email after the meeting.

## McNees Labor & Employment Law Group

The Labor & Employment Law Group of McNees Wallace & Nurick LLC provides legal representation and counseling to employers in matters concerning labor relations, employment discrimination, occupational safety and health, affirmative action, unemployment compensation, wage and hour regulation, union avoidance, and wrongful discharge. Members of the group represent employers before state and federal courts and administrative agencies such as the National Labor Relations Board, Equal Employment Opportunity Commission, Occupational Safety and Health Administration, U.S. Department of Labor, Unemployment Compensation Board of Review, and the Pennsylvania Human Relations Commission. Group members are frequently called upon to represent employers during collective bargaining negotiations and labor arbitrations.

## Labor & Employment Law Practice Group Members

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[www.mwn.com](http://www.mwn.com)

[www.PaLaborAndEmploymentBlog.com](http://www.PaLaborAndEmploymentBlog.com)

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State College, PA • Columbus, OH • Washington, DC

# 2015 LABOR & EMPLOYMENT LAW SEMINAR

October 23, 2015

RUSTIC LODGE

2199 Oakland Ave • Indiana, PA 15701

8:15 a.m. - 3:00 p.m.

Offered by Indiana County Area SHRM

Presented by McNees Wallace & Nurick LLC



HRCI/SHRM recertification credits, Continuing Professional Education (CPE), and PA Continuing Legal Education (CLE) submitted.



# P R O G R A M

7:30 a.m.

Registration and Continental Breakfast

8:15 a.m. – 8:30 a.m.

Welcome and Opening Remarks

8:30 a.m. – 10:00 a.m.

It's a Mad, Mad, Mad World

A review of some of the crazy developments in 2015 and what we are likely to see in 2016.

10:00 a.m. – 10:15 a.m.

Break and Vendor Alley

10:15 a.m. – 11:30 a.m.

Concurrent Breakout Session 1

Be sure to indicate on the registration form the session (A or B) you would like to attend.

11:30 a.m. – 12:30 p.m.

Lunch and Vendor Alley

12:30 p.m. – 1:30 p.m.

Concurrent Breakout Session 2

Be sure to indicate on the registration form the session (C or D) you would like to attend.

1:30 p.m. – 1:45 p.m.

Break and Vendor Alley

1:45 p.m. – 3:00 p.m.

The Perils of Workplace Bad Actors

This isn't high school... it's a place of business! In this lively session, we will explore and analyze common workplace scenarios faced by HR professionals, from workplace bullying to office romances, while providing both practical and legal guidance.

3:00 p.m.

Wrap-up

## BREAKOUT SESSION 1

10:15 - 11:30

**{A}** Just Some Of The Interesting Ways An Employee Can Get Fired – How To Handle Employee Disciplinary Issues In Common Scenarios  
She did what? Learn about some of the more interesting ways employees have gotten themselves in trouble at work, and more importantly, how to handle them after you stop laughing. Join us for a discussion of best practices for addressing employee misconduct, including a discussion of how to set yourself up for success when defending the inevitable unemployment compensation claim.

**{B}** How Accommodating Do I Need To Be? A Live Action Presentation  
“My work area is too hot.” “I can't deal with my coworker's cologne.” “I'm too distracted to do my job to your standards.” “I can't work on Saturdays.” And you need to do something about all of these issues. This session will focus on the legal obligations to accommodate in the workplace as well as the limits of those obligations. All with some well-needed humor.

## BREAKOUT SESSION 2

12:30 - 1:30

**{C}** Employee Benefits/ACA Update

The world of employee benefits continues to change at an unprecedented pace. This session addresses compliance issues employers face in 2015, including Affordable Care Act developments, same sex benefits, cafeteria plan changes, fiduciary rules, IRA rollovers and associated administrative issues. We will also look at issues on the horizon, including Cadillac Tax planning and anticipated legislation governing changes to retirement plans.

**{D}** Wage And Hour Update

Wage and hour requirements are frustrating, complex, and sometimes just downright nonsensical...but employers cannot escape them or the significant risks associated with non-compliance. Employers of all sizes are vulnerable to disruptive and aggressive government investigations as well as expensive lawsuits related to wage and hour practices, which often focus on arcane and “easy to overlook” compliance issues. This session will provide an update on key wage and hour cases and regulatory activity during the prior year, including the anticipated proposed new FLSA overtime exemption regulations, as well as highlight critical compliance issues relevant to our evolving 24/7 workplace and provide recommendations for the proactive employer.

**REGISTER TODAY. SPACE IS LIMITED.**

**Copy/remove for mailing.**

**Registrations and payment due by OCTOBER 2, 2015**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name and Address:

\_\_\_\_\_

\_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

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

### CONCURRENT BREAKOUT SESSIONS

Session 1 (check one) - 10:15 a.m. - 11:30 a.m.

- Employee Disciplinary Issues – **{A}**  
 How Accommodating Do I Need To Be? – **{B}**

Session 2 (check one) - 12:30 p.m. - 1:30 p.m.

- Employee Benefits/ACA Update – **{C}**  
 Wage And Hour Update – **{D}**

### REGISTRATION FEE:

**\$25 FOR ICASHRM CHAPTER MEMBERS AND ALL STUDENTS**

**\$75 FOR SHRM LOCAL CHAPTER AFFILIATES**

**\$50 PER PERSON** (for any one employer registering 5 or more employees that are non ICASHRM members)

**\$100 ALL OTHER ATTENDEES**

Please return this form with the registration fee (payable to Indiana County Area SHRM) by **October 2, 2015** to:

ICASHRM  
PO Box 1252  
Indiana, PA 15701

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