

The Center for Management and Professional Development

# 2019 EMPLOYMENT ISSUES UPDATE



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

ATTEND THIS  
PROGRAM TO  
RECEIVE  
IMPORTANT  
UPDATES ON SOME  
OF TODAY'S MOST  
CHALLENGING  
WORKPLACE ISSUES

## TOPICS INCLUDE:

- Hot Workplace Conduct Issues and Legal Developments
- Best Practices for Documenting Performance /Conduct Issues and Communicating Adverse Employment Decisions
- Workplace Civility: A Common Sense Approach for Preventing Harassment and Other Claims
- Common Questions and Challenging Situations under the FMLA and ADA

STATE OF MISSOURI  
**Center** FOR  
MANAGEMENT AND  
Professional Development

*"We inspire current and potential leaders on their journey to excellence."*

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**May 16, 2019**

9:30 AM - 4:00 PM  
Capitol Plaza Hotel  
Jefferson City  
\$179.00

# 2019 EMPLOYMENT ISSUES UPDATE AGENDA

Each of the following modules will be approximately 75 minutes in length.

## Hot Workplace Issues and Legal Developments

This session will address legal developments related to the hottest workplace conduct issues that are currently confronting employers. They will include the legalization of marijuana and its impact in the workplace, the proposed FLSA exemption regulations and their impact on the salary threshold requirements for exempt employees, compensation discrimination and pay equity issues, proposed paid FMLA leave, court cases of note, and other evolving issues.

## Best Practices for Documenting Performance and Conduct Issues and Communicating Adverse Employment Decisions

Sometimes the best things in life are simple. This old adage also applies to the workplace. Employers often overlook relatively simple steps they can take to manage employees, prevent claims, and preserve reputation and legal defenses. This session will focus on best (yet simple) practices for creating documentation of performance and conduct problems and communicating adverse employment decisions to employees - in a way that will help disarm the situation, reduce the likelihood of a claim being filed, and aid in defense of a claim.

## Workplace Civility: A Common Sense Approach for Preventing Harassment and Other Claims

This session will provide practical guidance on the role of civility in the workplace, how it compares to unlawful harassment, and the impact that respect and disrespect have in the workplace. We will also discuss the range of behaviors that employees perceive as civil as well as those they perceive as disrespectful. Finally, we'll discuss supervisory expectations for civility and options for communicating those expectations through a "code of civility" for the workplace.

## Common Questions and Challenging Situations under the FMLA and ADA

When it comes to absences, leaves, and reasonable accommodations under the FMLA and ADA, you may have more flexibility and options than you think. This session will cover some of the most common and daunting FMLA and ADA questions and challenges that are encountered by HR professionals and supervisors. You will gain new perspectives on legal requirements under the FMLA and ADA, and you will learn options for addressing the FMLA and ADA situations that challenge you the most.

Obtain information to help you apply legally defensible best practices in your organization.

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This program has been approved by both SHRM and HRCI for 5 hours of certification credits.

The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



**Our Presenter:**

**Sue K. Willman, JD, SPHR**

Sue Willman is a member of **Spencer Fane 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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