

The Center for Management and Professional Development

2018 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:

- Essential Employment Law Updates:**
Major Court Cases and Legislative/Regulatory Action
- "Protected" Categories:**
The Next Generation under Harassment and Gender Discrimination Laws
- Best Practices:**
Evaluating the Reasonableness of Accommodation Requests
- High-Risk/High-Cost Claims:**
FLSA Wage/Hour and Retaliation Claims

STATE OF MISSOURI
Center FOR
MANAGEMENT AND
Professional Development

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

training.oa.mo.gov

April 11, 2018

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

2018 EMPLOYMENT ISSUES UPDATE

AGENDA

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

EMPLOYMENT LAW UPDATE: MAJOR COURT CASES AND LEGISLATIVE/REGULATORY ACTION

This session will focus on key employment-related court cases decided by the U.S. Supreme Court, 8th Circuit Court of Appeals, Missouri Supreme Court, and Missouri appellate courts during 2017 and 2018. It will also cover noteworthy cases decided in other jurisdictions, major cases pending before the U.S. Supreme Court and Missouri courts, strategic initiatives and regulatory actions of EEOC and DOL, and proposed legislation in Congress and Missouri. It will also cover the Trump agenda and forecasts regarding employment-related laws.

“PROTECTED” CATEGORIES: THE NEXT GENERATION UNDER HARASSMENT AND GENDER DISCRIMINATION LAWS

Title VII and MHRA prohibit discrimination as well as harassment on the basis of sex and gender. But what do those protected categories really include? Does “sex” include LGBTQ, sexual orientation, gender identity, transgender status, gender stereotyping? Is there now a higher standard for prevention of sexual harassment and “me too” harassment in the workplace? Will employers have to impose codes of civility in the workplace? This session will cover current developments and trends under sex/gender discrimination and harassment laws, and the next generation of challenges for employers.

BEST PRACTICES FOR EVALUATING THE REASONABLENESS OF ACCOMMODATION REQUESTS

This session will provide practical guidance on evaluating accommodation requests for leaves of absence, intermittent time off, modified schedules, modified duties due to work restrictions, work-from-home arrangements, and special equipment (including ergonomic equipment). It will also include a discussion of the factors to consider when evaluating whether a proposed accommodation is “reasonable” or an “undue hardship,” and best practices for documenting and communicating accommodation decisions.

THE HIGH-RISK/HIGH-COST CLAIMS: FLSA WAGE/HOUR AND RETALIATION CLAIMS

The DOL Wage/Hour Division and plaintiffs’ attorneys continue to aggressively pursue certain types of claims which are extremely costly to employers. This session will discuss the following high-risk/high-cost claims and practical tips for minimizing liability: (1) FLSA claims related to worker status as employee v. independent contractor, misclassification of exempt status, off-the-clock work, and time-keeping challenges; and (2) retaliation claims related to an employee’s exercise of a protected right or an employee’s participation in protected activity.

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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