

# AGENDA

## 2012 Employment Law Update

Columbus State University

Elizabeth Bradley Turner Center for Continuing Education

	<b>OPENING SESSION:</b>
8:30-9:30 AM	<p><b>Trends, Hot Topics &amp; Tips in Managing Employment, Labor, Benefits and Immigration Issues.</b></p> <p><i>In the ever changing world of the human resources function, we will give an overview of the trends, hot topics and practical tips to manage and avoid costly errors in the core disciplines within HR.</i></p> <p><b>Speakers: Joseph A. Ciucci, W. Michael Gradisek, Lisa Spiegel &amp; Sara J. Bass</b></p>
9:30–9:45 AM	<b>BREAK</b>

	<b>Immigration Audits/Investigations on the Rise, Government Trends &amp; Consular Crackdowns</b>	<b>Staying compliant in the ever changing world of Employee Benefits and Executive Compensation</b>
9:45– 10:45 AM	<p><i>Ensure your company is compliant and aware of the changing immigration landscape.</i></p> <p><b>Audits/Investigations on the Rise:</b> <i>H-1B worksites, I-9s and immigration-related discrimination, and third-party contractors.</i></p> <p><b>PERM Applications:</b> <i>Changes and trends at the Department of Labor.</i></p> <p><b>Consular Crackdown:</b> <i>Delays, evidence requests, denials and fraud investigations.</i></p> <p><b>Government Trends:</b> <i>E-Verify and IMAGE programs; investors and entrepreneurs; quota rollbacks; and legislative update—is an immigration deal in the works?</i></p> <p><b>Speaker: Lisa Spiegel</b></p>	<p><i>We will discuss the new 408(b)(2) disclosure requirements along with many common 401(k) plan failures. We will also review the available Internal Revenue Service and Department of Labor correction programs that are available to employers to fix these common mistakes. We will discuss corrections of common errors such as: delinquent contributions, failure to make elective deferrals on behalf of participants, failure to include otherwise eligible employees and plan document failures.</i></p> <p><b>Speaker: W. Michael Gradisek</b></p>
10:45 – 11:00 AM	<b>BREAK</b>	

	<b>You can't Fire Me: Recurring Land Mines</b>	<b>Strategic Employment Documents and Impact on Policies, Practices and Procedures</b>
11:00–12:00 PM	<p><i>In today's economy, budgets are tight and decisions are often made in haste. At the same time, employment discrimination charges and lawsuits are at an all-time high. Burgeoning Department of Labor complaints and class action lawsuits for wage-and-hour claims are hitting employers hard, particularly because such laws allow for the recovery of attorneys' fees. This straightforward discussion is designed to highlight common mistakes, and provide tried-and-true tips and pointers to help avoid and defend these ever-present employment dilemmas.</i></p> <p><b>Speaker: Joseph A. Ciucci</b></p>	<p><i>In 2011-12, sweeping changes in the law compel your organization to strategically review and revise your employment documents to comply with criminal records, financial information, social networking issues, non-compete and non-solicitation practices, cases involving the National Labor Relations Act, wellness programs, and comprehensive records retention, among others legal issues. Most organizations have been "behind the eight ball" on these many critical areas, and this seminar will address the legal landscape and offer practical solutions to these changes.</i></p> <p><b>Speaker: Sara J. Bass</b></p>

	<b>LUNCH SESSION:</b>
12:00-1:00 PM	<p><b>The changing role of HR. in the organization, obtaining and maintaining a strategic role in the organization.</b></p> <p><i>With the increased global competition for business, companies and employers are now expecting more from the Human Resource functions beyond the delivery of cost-effective administrative services and provide expertise on how best to leverage human capital and create true marketplace differentiation. We will provide practical tips and proven methods so that the HR function is seen as a strategic partner in the operation of the company.</i></p> <p><b>Speaker: Joseph A. Ciucci</b></p>