

12th Annual

West Central Minnesota Employment Law Update

June 11, 2015 – 8:00 a.m. to 4:00 p.m.

Alexandria Technical & Community College, Room 743

Sponsored by: West Central Minnesota SHRM

Seminar Agenda

Registration and Continental Breakfast 7:30 – 8:00 a.m.

Welcome and Introductions 8:00 – 8:10 a.m.

Hot off the Press: Employment Law News You Can Use 8:10 – 9:10 a.m.

Presented by Thomas A. Jacobson, Attorney
Swenson Lervick Syverson Trosvig Jacobson Schultz

This session will provide an overview of employment law developments over the last year.

Legal Traps in Recruiting 9:10 – 10:10 a.m.

Presented by Sara McGrane, Attorney
Felhaber Larson

This session will focus on the ways employers can unknowingly acquire information in the recruiting process that could later create a claim by the applicant; and discussion of background checks, doing independent research on social media, what questions to avoid, and more.

Morning Break 10:10 – 10:30 a.m.

“I Have to Give My Employees Time Off for That?” – Minnesota Leave Entitlements Under State Law 10:30 – 11:30 a.m.

Presented by Michael J. Moberg, Attorney
Briggs and Morgan

This session will provide an overview of the myriad and unique laws in Minnesota that require time off for employees, how to respond to requests for time off, when requests can be denied, and potential employer penalties.

Integration of the ADA, FMLA, and Workers' Compensation Leave Laws 11:30 – 12:30 p.m.

Presented by Penelope J. Phillips, Attorney
Felhaber Larson

This session will address the interplay between various state and federal leave and discrimination laws, including ADA, MHRA, FMLA, and workers' compensation; and discuss which statute should be considered first, the relevant considerations of each statute, and how to resolve conflict between the statutes.

Lunch Break 12:30 – 1:00 p.m.

Panel Discussion 1:00 – 2:00 p.m.

The faculty will answer your questions about the morning sessions and other timely topics.

Bonus HR Session: “HR Leadership in the New Economy” 2:00 – 4:00 p.m.

Presented by Andy Masters, MA, CSP

*An eye-opening, must-see program for all levels of HR leadership
See the attached flyer for more information on this important and entertaining presentation!*