

2015 EMPLOYMENT LAW SEMINAR

New Hampshire Employer Policies & Procedures:
All You Need to Know, All In One Day.

AGENDA

7:45 – 8:30 AM ***Registration and Continental Breakfast***

8:30 – 9:30 AM **Managing the Difficult Employee:
Yes, You Can Actually Manage Them, and Discipline if Appropriate**
Presented by Peter Callaghan

Every manager has had to cope with a difficult employee at one time or another. It's not easy to handle the employee who is in a protected class, who has taken a leave of absence, who engages in protected conduct or who needs an accommodation. It can be difficult to decide what to do when the employee's performance suffers or they violate a company rule, but failing to address these issues promptly and decisively, or mishandling the issues, can make the matter worse. This session will present best practices to retain control of the difficult employee and provide the employer with confidence to take appropriate action.

9:30 – 9:45 AM ***Break***

9:45 – 10:45 AM **Deconstructing the New FLSA Overtime Regulations**
Presented by Matthew LaMourie

At long last, the anxiously-awaited changes in the FLSA's regulations covering white collar overtime exemptions have been published and public comments have been rolling in. We will help you evaluate what these changes to the overtime rules are likely to mean for your organization and workforce, how to bolster the factual bases for your exemption classification decisions, and how to ensure that any pay plan modifications you elect to implement are FLSA-compliant.

10:45 – 12:00 PM **Good Help is *Legally* Hard to Find**
Presented by Michael Messerschmidt and Matthew LaMourie

Finding the right people for your workforce is predicated on having a legally compliant talent recruitment process. Job postings, reviewing applications, conducting interviews, performing background checks and references, social media and evaluating publically-available information about job candidates are all functions that pose legal traps for employers. The Preti Flaherty Players will explore the legal aspects of the hiring process through four short, humorous and ambiguous videos. Pulled together by Socratic questioning and audience participation: 1.) HR generalists will see themselves preparing the content for job postings and handling candidate interviews; 2.) experienced HR managers will deconstruct senior-level decision-making sessions in which job candidates are evaluated; and 3.) everyone will benefit from a fresh look at the use of social media in the hiring process.

12:00 – 1:30 PM ***Buffet Lunch***

1:00 – 1:30 PM **Luncheon Keynote Speaker**
Joni Esperian, Executive Director, New Hampshire Human Rights Commission