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Briefing 1 - October 17, 2013: ADA Compliance When Employees Have Lifelong/Chronic Conditions

Recognizing ADA-covered disabilities and responding to accommodation requests is one of HR's trickiest challenges. That challenge is exacerbated when an employee's medical condition is lifelong or chronic. The EEOC recently issued guidance on four medical conditions—cancer, epilepsy, diabetes, and intellectual limitations—with which employers often struggle when it comes to ADA compliance. In this briefing, Attorney **Lisa Petersen, Parsons Kinghorn Harris**, will summarize the EEOC's guidance and provide insights on how best to find the balance between employees' ADA rights and your rights to get the work done.

Briefing 2 - December 11, 2013: Noncompete, Nonsolicitation, and other Restrictive Covenants

Your trade secrets, intellectual property, and other confidential information have financial value, but they can walk right out the door with your departing employees. And those same former employees can then unfairly compete with your company, steal your customers, and lure your employees away. What are your rights when you want to prevent these types of problems from occurring? Attorney **Thomas Barton, Van Cott, Bagley, Cornwall & McCarthy**, will explain the laws relating to restrictive covenants and offer practical tips for protecting your company's rights.

Briefing 3 - February 12, 2014: Staying in Compliance When You Have Employees in Multiple States

Keeping track of and complying with employment laws is hard enough when all your employees are in one state. But when your employees are in multiple states, compliance can feel truly daunting. At this briefing, Attorney **Chris Scali, The Scali Law Firm**, will give an overview of employment laws to be aware of when operating in multiple states, along with specific examples of some differing laws, such as those regulating: meal and rest breaks, vacation/PTO pay, pay upon termination, wage-hour exemptions, time off/pay for voting and jury duty, substance abuse testing, lawful off-duty conduct, access to personnel files, maximum hours worked, and the enforceability of restrictive covenants.

Briefing 4 - April 23, 2014: Now it's Personal – Personal Liability for Employment Law Violations

Did you know that many employment laws impose personal liability on individual company executives and even HR professionals and managers? This means that if an employee or former employee prevails on a legal claim, it could be your assets on the line. Some laws even provide for criminal liability, including fines and even jail time! To help you understand what this means for you and your company, Attorney **Christine Jepson, Parsons Behle & Latimer**, will discuss which laws can potentially lead to personal liability, and offer tips on how to protect yourself as you protect your company.

Briefing 5 - June 25, 2014: Lawfully & Strategically Managing Employees' Return from Workers Comp Leave

There are few things more frustrating to front-line supervisors than having an employee out on workers comp leave and scrambling to get that employee's work done. CFOs, Controllers, and anyone else charged with watching the bottom line are just as frustrated as the company spends money on replacement workers (temps or otherwise) while its workers comp premiums rise. HR professionals are often tasked with making these headaches go away. At this Briefing, Attorney **Elliot Morris, Workers Compensation Fund**, will discuss ways that employers can get their injured employees back to work and reduce workers comp premiums, while staying out of legal trouble.

KEY BENEFITS:

★ Taught by expert guest attorneys and Council staff attorneys

★ Practical application and real-world solutions for new employment law developments and complex legal challenges

★ To the point - Just 90 minutes

★ Pending approval for CLE credit hours for Utah attorneys

★ Pending approval for general recertification credit through HR Certification Institute

Where: Radisson Hotel - 215 W South Temple, SLC

When: 8:00 - 9:30 a.m. (Registration & breakfast buffet: 7:30 - 8:00)

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