

TACKLING TRICKY HR ISSUES

Wednesday, January 28, 2009

9 a.m.-4:45 p.m.

Temple College – Business Training Center in Downtown Temple

featuring

Judy Osborn, Attorney at Law



This one-day, practical workshop designed for business owners, managers, supervisors and human resource professionals will cover the following three topics:

Wage and Hour Boot Camp

Paying employees legally is a surprisingly complex task, since the regulations are not based on common sense. Who's exempt and who's not? Which time is compensable, and which is not? What about training time, travel time and break time? Are there limitations on making deductions from pay? Reduce the risk of class action lawsuits by learning how to lawfully categorize and compensate employees.

Reductions in Force

How do you release employees in an equitable manner if a layoff should become necessary? How should you analyze the need for a reduction and notify affected employees in order to avoid undesirable and risky outcomes? This session offers structure, tips, and forms to help you implement a RIF, whether large or small, whether imminent or not even contemplated.

Legal Update

This update focuses on recent developments affecting the workplace, ranging from new causes of action to the impact of technology. Learn about the new FMLA regulations and the new ADA Act amendments; EEOC guidance on caregiver discrimination, color discrimination, and religious discrimination; why charges for pregnancy discrimination are on the rise; and how the latest cases provide guidance on avoiding claims.

Fee: \$195

includes all materials and lunch

**Advanced Registration Required
by January 21**

Call 254.298.8616 or 8625
for additional info or to register

Course Code: HRPO 1091

www.templejc.edu



T C

TEMPLE COLLEGE

BUSINESS AND COMMUNITY
EDUCATION