



Employment Law Workshop

February 12, 2010

Plaza Hotel & Suites
1202 West Clairemont Avenue
Eau Claire, WI
(715) 834-3181

Registration Deadline: February 5th

March 30, 2010

Kalahari Resort
1305 Kalahari Drive
Wisconsin Dells, WI
(608) 254-3316

Registration Deadline: March 23rd

The 2010 Employment Law Workshops are packed with information and insight into today's constantly changing employment law. In today's business climate, one mistake is too many. The areas where you need to be legally up-to-date are endless. You need to constantly broaden your skills and knowledge. The highly qualified instructor for these workshops will provide you with an overview of the most pressing issues.

The information you receive is vital for managers, human resource professionals, and supervisors. It will provide you with case studies and necessary information related to difficult legal challenges you could potentially face.

Key Topics:

- Difficult Personalities – ADA
- Supervisory Committees/Leadership
- Independent Contractors
- Legal Update

***See the back for further details**

Program Cost

\$195 for members

\$245 for non-members

Registration: 8:00 a.m.

Program: 8:30 a.m.–3:30 p.m.

Make check payable to:

Cooperative Network
131 W. Wilson St., Suite 400
Madison, WI 53703-3269

Bob Gregg, a partner at the Boardman Law Firm in Madison, Wisconsin, has been involved in employment relations and civil rights work for more than 30 years. He litigates and serves as an expert witness in employment cases. His main emphasis is helping employers achieve enhanced productivity, creating positive work environments, and resolving employment problems before they generate lawsuits. Bob has conducted over 2,000 seminars throughout the United States and authored numerous articles on practical employment issues. Bob is a member of the Society for Human Resource Management and the National Speakers Association.

Dan Stahl, SPHR, President of Human Resources Group (HRG), has more than 25 years experience in the field of human resources in several industries, with particular strengths in the areas of compensation, staffing, training, strategic planning, performance management, and employee development. While at HRG, Dan has worked with Cooperative Network members on a variety of initiatives and issues, including compensation, employee/culture surveys, performance management systems and legal compliance. In addition to being a Principal of HRG, Dan has co-taught the 12-week SHRM certification course for PHR / SPHR certification during 2002–2007, helping HR professionals achieve exceptional pass rates, and co-teaches the “Essentials of HR” course through the UW-Madison Small Business Development Center.

Difficult Personalities and Behavioral Disabilities Under the ADA.

Where is the line between a difficult personality and improper behavior one can discipline versus an emotional or psychiatric "disability" which must be reasonably accommodated? How does one accommodate behavioral disabilities? How far do you have to go, and for how long?

Supervisory Communications/Leadership

Where is the line between tough supervision and harassment, abusiveness under Title VII and the ADA? What supervisory communication styles work best/worst, and which generate the most legal liability? What do you or don't you wish to resurface before a jury? Learn pointers for good communication and documentation.

Independent Contractors: Are They Independent or Not?

The Federal Department of Labor and IRS are starting a crackdown on wrongful designation of independent contractors. They are finding that many are "employees" and are assessing millions in back wages, back taxes, benefits, interest and penalties. What are the standards you must meet for independent contractor use? Also, what is your liability for the acts of independent contractors even if they are validly "independent"?

Legal Update - Hot Topics in Employment Law

Review the most significant employment issues of the past year and a forecast of the trends and hot topics to expect for 2010.

- Recent Laws. FMLA Expansion; GINA; Domestic Partners; Wis. S.B. 20 (the most significant new liability issue).
- Coming Attractions. The Top Five Proposed Federal and Wisconsin law.
- Supreme Court. Cases to Expect in 2010.
- Significant Recent Decisions. Wages/Hours; Ethics; Discrimination; FMLA; Independent Contractors; Strangest Cases of 2009.
- Trends. Personal Liability; Work from Home; Electronics: Right to Monitor v. Employee Privacy Rights.

REGISTRATION FORM

Employment Law Workshop

Organization Name _____
 Address _____ City/State/Zip _____
 Phone (____) _____ Fax (____) _____ Email _____

***Registrations are due by February 5th for the Eau Claire session
 Registrations are due by March 23rd for the Wisconsin Dells session
 ~~Please fax your registration form to (608) 258-4407~~***

	February 12 Plaza Hotel & Suites Eau Claire	March 30 Kalahari Resort Wisconsin Dells
Name and Email		
1. _____	<input type="checkbox"/>	<input type="checkbox"/>
2. _____	<input type="checkbox"/>	<input type="checkbox"/>
3. _____	<input type="checkbox"/>	<input type="checkbox"/>
4. _____	<input type="checkbox"/>	<input type="checkbox"/>
5. _____	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL PARTICIPANTS	<input style="width: 50px; height: 20px;" type="text"/>	<input style="width: 50px; height: 20px;" type="text"/>

Please specify any disability accommodations needed.

Indicate number of registrants needing one or more of the following to participate in this conference:

_____ Dietary restrictions/vegetarian; please specify _____
 _____ Brailled materials _____ Taped or large print materials
 _____ Interpreter (e.g. ASL, Signed English), please specify _____
 _____ Accessible parking space _____ Wheelchair or Scooter User _____ Barrier-free room
 _____ Other (specify): _____

**Requests must be made before the final registration deadline.
 After the deadline above, no guarantee can be made for diet or other accommodations.**

REGISTRATION FEES include lunch, breaks, instructor fee, and conference materials. Please make your payment to:
Cooperative Network, 131 West Wilson Street, Suite 400, Madison, WI 53703-3269

Number of Member REGISTRATIONS _____ x \$195 = AMOUNT ENCLOSED \$ _____

Number of Non-Member REGISTRATIONS _____ x \$245 = AMOUNT ENCLOSED \$ _____

CANCELLATION INFORMATION:
100% refund for cancellation notices received **AT LEAST SEVEN DAYS** prior to workshop.