

Ohio Conference on Human Resources

Wednesday, July 29, 2009

Crowne Plaza Columbus North Hotel
6500 Doubletree Avenue
Columbus

New Rules & Day for HR

Proactively Managing Your Workforce
The New Labor Law Agenda in Washington
Employee Free Choice Act (EFCA)
New Provisions for COBRA
FMLA, ADA and the Lilly Ledbetter Fair Pay Act
Common Blunders under the Fair Labor Standards
Steps to Minimize Reduction in Workforce Liabilities



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2009 Ohio Conference on Human Resources

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6500 Doubletree Avenue • Columbus

8:00 a.m. Registration & Continental Breakfast

9:00 a.m. Welcome and Conference Overview

Tony Fiore, Esq., *Director, Labor & Human Resources Policy, Ohio Chamber of Commerce*, Columbus

9:15 a.m. Proactively Managing Your Workforce in Challenging Economic Times

Effective HR leadership. How to manage your workforce to optimize performance while reducing opportunities for potential entitlement behaviors such as absenteeism, theft and violence.

Thomas Mobley, *SPHR, MALER*, President, **Mobley Human Resource Consulting**, Hamilton. (Mr. Mobley is a widely-respected expert in the HR field. His background includes work with Fortune 100 firms, start-ups, and international companies and articles for MSNBC, USA Today, and DowJones' MarketWatch. Mr. Mobley is the Immediate Past Director of the Ohio State Council of SHRM.)

10:00 a.m. Break

10:15 a.m. The New Labor Law Agenda in Washington... Ohio Employers Should Be Prepared for the Most Sweeping Changes to Federal Labor Law since 1935

Critical insights on what is on the horizon in Washington from a labor and employment perspective ... Employee Free Choice Act (EFCA), employment discrimination, work-family initiatives, etc.

James M. L. Ferber, *Office Managing Shareholder & Co-Chair, National Labor Relations Practice Group, Littler Mendelson P.C.*, Columbus

11:00 a.m. Break

11:15 a.m. Administering the COBRA Subsidy: Responsibilities and Risks

As part of the American Recovery and Reinvestment Act of 2009, the federal government is providing a temporary 65% subsidy of COBRA premiums for Assistance Eligible Individuals. Employers are responsible for administering the subsidy. This session will review the procedures and processes required to administer the subsidy, as well as the risks associated with mistakes in administering this complex law.

Linda R. Mendel, Of Counsel, **Vorys, Sater, Seymour & Pease LLP**, Columbus

Noon Luncheon

1:00 p.m. New Laws & New Challenges: 2009 FMLA, ADA and the Lilly Ledbetter Fair Pay Act Developments in Uncertain Economic Times

Tips on compliance with the new Family & Medical Leave Act (FMLA) regulations effective January 16, 2009 (the first major update in 13 years); new ADA Amendments Act of 2008 (ADAAA) effective January 1, 2009 significantly expanding the definition of a disability which protects more employees and plays a greater responsibility on employers and the Lilly Ledbetter Fair Pay Act signed on January 29, 2009 with a retroactive effective date of May 28, 2007.

Robert D. Weisman, Partner, **Schottenstein, Zox & Dunn**, Columbus

2:00 p.m. Break

2:15 p.m. Ten Most Common Blunders under the Fair Labor Standards Act ... Recommended Strategies to Ensure Compliance

The U.S. Department of Labor's Office of Enforcement in the Wage & Hour Division has been 'working overtime' to enforce the law due to a huge increase in claims for unpaid overtime, off-the-clock work, travel time, and employee classification issues due to a shrinking workforce.

Bradd Siegel, Partner, **Porter Wright Morris & Arthur**, Columbus



3:00 p.m. Break

3:15 p.m. Bulletproofing Your Company in a Downturn Economy ... Key Steps for Ohio Employers to Minimize Reduction in Workforce (RIF) Liabilities

As you are forced to downsize, how to minimize your risks of employee claims and lawsuits, including the impact of the federal Worker Adjustment & Retraining Act (WARN), the new COBRA subsidy program, avoidance of discrimination in the selection of employees to be laid off, flexible staffing & mandatory & voluntary furlough programs and laws affecting severance pay and severance agreements.

Jill S. Kirila, Partner, **Squire, Sanders & Dempsey L.L.P.**,
Columbus

4:00 p.m. Adjournment

Who Should Attend and Will Benefit the Most

- HR Vice Presidents, Directors, Administrators and Managers
- Personnel Directors & Managers
- HR Supervisors & Specialists
- Attorneys

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2009 OHIO CONFERENCE ON HUMAN RESOURCES

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Locations & Lodging

Crowne Plaza Columbus North Hotel
6500 Doubletree Avenue (Off of Busch Blvd., near the intersection of
SR 161 West & I-71 in northern Columbus), Columbus

Call the Crowne Plaza at 614.885.1885 for lodging the evening of Tuesday, July 28, 2009 and ask for the special MEC rate of \$99 prior to July 8th.

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