

18th Annual

# 2013 Advanced Employment Issues Symposium



**America's leading employment law conference, now with additional workshop opportunities!**

**Orlando  
Rosen Plaza  
October 2-4, 2013**

**Las Vegas  
Caesars Palace  
November 13-15, 2013**

**Register by May 31 and Save \$100!**

**Multi-Track Program Delivers Rock-Solid, Bottom-Line Value with Practical Guidance for Overcoming the Latest Management Challenges**

### LEGAL COMPLIANCE TRACK

Get ready: The EEOC is requesting a staggering \$373,711,000 budget for 2013—an increase of nearly \$14 million over 2012. The agency is also looking to hire 46 brand-new full-time investigators, to “promote enforcement of systemic discrimination cases.” Even the best-intentioned employers can make devastating missteps when it comes to compliance with the full array of federal anti-bias laws. Now’s the time to get prepared.

- **EEOC:** Learn how to protect yourself from litigious employees (and former employees) and zealous government investigators
- **NLRB:** You don’t need a union, or even the threat of one, to get on the NLRB’s bad side. Learn how the agency’s reach is increasing—and how to stay off their list of targets.
- **Wage/hour:** Clocking in and out...donning and doffing...classification errors...overtime violations. There are just so many ways to get it wrong here. We’ll explain how to make sure you stay out of trouble.
- **OFCCP:** If you’re a federal contractor, watch out: Your life is about to get a whole lot more difficult. We’ll give you all the details, as well as tips for keeping your head above water.

### HEALTHCARE TRACK

Following the 2012 election, both Obama and “Obamacare” are here to stay—and the countdown to the 2014 individual mandate is on. That’s why you need to get your house in order now, in 2013. If you have 50 or more full-time-equivalent employees, that includes deciding if

you’ll “play or pay” pursuant to what’s considered perhaps the most contentious of all the Affordable Care Act (ACA) provisions. You won’t want to miss our up-to-the-minute healthcare track sessions. We’ll cover the following and much more:

- Short-term—but pressing—obligations as they relate to play or pay
- The keys to formulating a successful long-term strategy for your employees’ health benefits
- Common missteps to avoid when designing and administering cafeteria plans, and the specific compliance challenges your organization may face
- How to create an effective wellness program that won’t create unexpected legal landmines under federal law
- Best practices for negotiating with vendors to get the best deals on benefit offerings

### COMPENSATION & BENEFITS TRACK

A well-organized pay program is more important now than ever before, in the wake of the Great Recession. Merit budgets are smaller, compensation programs are challenged, and you simply need to do more with less. We’re also seeing philosophical changes occurring at the highest levels of government with respect to the idea of “pay for performance,” such as demands for aggressive approaches to reducing the wage gap between men and women. In order to keep up with other employers, as well as to attract and retain top talent, it’s a must for you to be up-to-date on the latest trends so you can remain competitive. We’ll explain:

- Everything you need to know about job evaluations
- Pay surveys and pay ranges
- How to effectively communicate with employees about their compensation and benefits
- The keys to effectively incentivizing the behaviors you want to encourage—without breaking the bank
- Tips for making employees aware of just how much value they’re receiving from their benefits packages

### EMPLOYMENT LAW HOT TOPICS TRACK

We’ll give you the real skinny on the latest HR-related developments that are keeping you up at night: wage/hour conundrums...“BYOD” (Bring Your Own Device) dilemmas...drugs in the workplace...guns in the workplace...and so much more:

- Marijuana laws, medical and otherwise: What HR needs to know
- The U.S. Supreme Court’s much-anticipated ruling on what it really means to be a “supervisor”
- The sweeping impact the DOL’s proposed “Plan/Prevent/Protect” (P3) initiative could have on your workplace
- The ever-shifting world of same-sex marriage laws, and their effect on your benefits plans
- Potential changes to the rules on class waivers in arbitration agreements
- And much more—stay tuned for the breaking developments we’ll schedule as they arise!

This program is pending credit approval of up to 14.25 (must complete two pre-conferences in order to achieve 14.25) recertification credit hours through the HR Certification Institute. For more information about certification and recertification, please visit the HR Certificate Institute website at [www.hrci.org](http://www.hrci.org).

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute’s criteria to be pre-approved for recertification credit.



To learn more, visit the conference site [AELSONline.com](http://AELSONline.com)

**PRE-CONFERENCE WORKSHOPS  
BRAND-NEW OFFERINGS FOR 2013!**

October 2, 2013 – Orlando  
November 13, 2013 – Las Vegas

**Hiring: Everything You Always Wanted to Know but Were Afraid to Ask**

9:30 A.M.—12:30 P.M.

What are you doing to dynamically transform the way your organization gets the maximum value from every employee? Where is your next great employee hiding, and what are you doing to develop that person's confidence, morale, and commitment? Why do so many on-boarding programs fail—and what are you doing to ensure yours doesn't? How much money are you losing on employee turnover and failed recruitment efforts? As organizations begin to hire again, HR managers find themselves struggling to answer these questions and more.

**Advanced FMLA: Challenges and Solutions**

9:30 A.M.—12:30 P.M.

Warning: This is *not* FMLA 101. We're going to assume that attendees of this intensive workshop have significant experience working with FMLA and administering its provisions on a regular basis. In this session, we'll go beyond the basics and get to the heart of advanced FMLA administration.

**Performance Appraisals That Actually Improve Performance**

9:30 A.M.—12:30 P.M.

You hate them. Your managers hate them. Your employees hate them. We're talking, of course, about performance appraisals—that annual exercise in procrastination, awkward

conversations, and unclear expectations. But it doesn't have to be this way. Imagine a review process that helps both managers and employees do their jobs better. One that has a direct, logical connection to compensation increases. One that isn't overly time-consuming or complicated. Join us for this intensive workshop and find out how to make it a reality at your workplace.

**Supervisor Training: Practical Tools for Turning New Managers into Effective Leaders**

2:00 P.M.—5:00 P.M.

For many reasons, great employees don't automatically translate into great managers: They must learn how to give—rather than follow—directions. They must make the transition from team member to team leader, learning how to coach and discipline workers who were once their peers (and may still be their friends). They must learn the legal do's and don'ts of supervising to avoid legal mistakes that could cost you big bucks and lots of embarrassment.

**Job Descriptions: How to Tackle Tricky Drafting Hurdles to Maximize Compliance and Effectiveness**

2:00 P.M.—5:00 P.M.

Given the putting-out-fires nature of an average day in the life of an HR professional, job descriptions probably don't make it to the top of your list very often. But any poorly worded and/or out-of-date job descriptions lurking in your files can expose your organization to significant liability. Technological advances and workforce adjustments have altered the mix of essential and non-essential job functions. Plus, since the passage of the ADA Amendments Act (ADAAA) and the new regulations interpreting it, the definition of "impairment" has expanded greatly—so there's now a much greater chance

that more of your employees could be considered "disabled" (and thus protected) under federal law.

**Electronic Recordkeeping: Creation, Storage, and Destruction Procedures for the Digital Age (Orlando Only)**

2:00 P.M.—5:00 P.M.

These days, you're probably online more than you're off during the course of an average day at the office. But what about your HR files? Whether you're surrounded by bulging file cabinets, or nearly paper-free—or somewhere in between—your recordkeeping obligations remain a considerable (and legally critical) part of your job. And with technological advances come questions: How do you ensure the security of your electronic files? Can you toss the original of a document once you've scanned it into your system? Are there any hard-copy originals you must keep and file? What sort of system should you have in place for gathering all of these new e-records? Don't miss our intensive workshop all about the ins and outs of electronic recordkeeping.

**Welcome to the Golden State: An Introduction to California's Uniquely Employee-Friendly Employment Laws (Las Vegas Only)**

2:00 P.M.—5:00 P.M.

California: It's a land like no other for employers. Especially if you're new to doing business in the Golden State, it's hard to get used to the state's complicated array of employment laws—many of which far exceed the scope of federal law. In this informative workshop, we'll provide a rundown of the legal issues, the regulatory environment, and the other factors that consistently create headaches for anyone who does business in California.

**REGISTRATION FORM. FOR REGISTRATION ASSISTANCE, CALL 800-274-6774.**

Register online at [AEISonline.com](http://AEISonline.com) or detach and mail to **BLR**®, 100 Winners Circle, Suite 300, P.O. Box 5094, Brentwood, TN 37024-5094

**Regular Registration Fee** ~~\$ 999~~

**Early Bird Registration Discounts!**

(Before May 31 - choose one)

- Registration** (\$899) *\$100 savings!*
- Previous Attendee or Subscriber\*** (\$849) *\$150 savings!*

**Additional attendees at \$699**  
\_\_\_\_\_ x \$699 = \$ \_\_\_\_\_

**Optional pre-conference workshops**

- 1 preconference workshop (\$299)** \$ \_\_\_\_\_
- 2 preconference workshops (\$399)** \$ \_\_\_\_\_ *\$199 savings!*

**TOTAL** \$ \_\_\_\_\_

**Special Hotel Room Rate**

**AEIS Las Vegas: \$155** (Reservation cut-off: October 14, 2013)

**AEIS Orlando: \$139** (Reservation cut-off: August 30, 2013)

Ask for BLR or Advanced Employment Issues Symposium room block.

\*Available to customers of all BLR® and HR Hero® subscription services and event attendees.

**100% GUARANTEE**

If you are not completely satisfied after attending *Advanced Employment Issues Symposium*, let us know, and we will refund 100% of your registration fee—no questions asked.

**CANCELLATION POLICY**

- A \$50 processing fee applies to conference cancellations.
- Registrants are responsible for the entire registration fee for a cancellation made after 5:00 p.m. three weeks prior to the event (whether or not you attend the program or fail to cancel).
- An alternate may attend in place of the original registrant.

**Yes!** I want the advanced knowledge needed to safely and effectively manage our workforce in 2013 and beyond. Please reserve my spot at **2013 Advanced Employment Issues Symposium** at the early-bird discount rate of just \$899, a full \$100 off the regular rate (previous attendees and subscribers save even more!). My registration includes the two-day conference, breakfast and lunch both days, a certificate of completion, and valuable course materials. If I am dissatisfied I am entitled to a complete refund of my registration fee.

*I understand that additional registrants from my company can attend for just \$699!*

- AEIS Orlando, October 2-4, 2013**
- AEIS Las Vegas, November 13-15, 2013**

**Optional Preconference Workshops (Orlando, October 2 / Las Vegas, November 13)**

Please also register me for the following preconference workshop(s). **I save \$199 when I register for two workshops!**

**Wednesday morning (choose one)**

- Hiring: Everything You Always Wanted to Know but Were Afraid to Ask
- Advanced FMLA: Challenges and Solutions
- Performance Appraisals That Actually Improve Performance

**Wednesday afternoon (choose one)**

- Supervisor Training: Practical Tools for Turning New Managers into Effective Leaders
- Electronic Recordkeeping: Creation, Storage, and Destruction Procedures for the Digital Age (Orlando Only)
- Job Descriptions: How to Tackle Tricky Drafting Hurdles to Maximize Compliance and Effectiveness
- Welcome to the Golden State: An Introduction to California's Uniquely Employee-Friendly Employment Laws (Las Vegas Only)

- Check payable to BLR® enclosed.
- Bill me.
- 
- 
- 

Card # \_\_\_\_\_ Exp. date \_\_\_\_\_ Signature \_\_\_\_\_  
 Name \_\_\_\_\_ Title \_\_\_\_\_  
 Organization \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ E-mail \_\_\_\_\_

Offer Code: PDF

**RESERVE YOUR SPOT TODAY! CHOOSE FROM 4 SIMPLE WAYS TO REGISTER:**

- On the Web:**  
Direct your browser to [AEISonline.com](http://AEISonline.com)
- By Phone:**  
Call toll-free 800-274-6774.
- By Mail:**  
Detach form and mail.
- By e-mail:**  
[custserv@blr.com](mailto:custserv@blr.com)