

Mass. Earned Sick Leave Law Briefing

Wednesday, May 13, 2015

8:45 a.m. Registration and Continental Breakfast; 9:00 a.m. – 11 a.m. Program

Cyprian Keyes Golf Club, 284 E. Temple Street, Boylston

Cost: \$45.00 CMEA Members; \$60.00 Non-Members

Presenter: Kimberly Klimczuk, Esq. of Skoler, Abbott & Presser, P.C.



This program has been approved for 2 GENERAL recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

The Massachusetts Attorney General's Office has issued the long-awaited proposed regulations implementing the Earned Sick Leave Law that goes into effect July 1, 2015. Join Kimberly A. Klimczuk of Skoler, Abbott & Presser for a discussion of these regulations and how they impact your organization, including:

Program Topics:

- How sick time is accrued under the new law
- How the law applies to multi-state employers or to employees who work in different states
- How to determine employer size and whether leave must be paid or unpaid
- The rollover requirements of the new law and their impact on year-end sick time "buy outs"
- When and how you can require medical verification of a need for sick leave
- What you can do if you suspect abuse of sick time
- Whether employees accrue benefits while using sick leave
- Whether seasonal employees carry over their sick time accrual from one year to the next
- What you should do right now to ensure compliance
- And much more!

PROGRAM PRESENTER

Kimberly Klimczuk joined Skoler, Abbott & Presser, P.C. in 2004 and concentrates her practice on labor law and employment litigation. Kimberly became a partner with the firm in 2011. She graduated from University of Pennsylvania and received her Juris Doctor from Duke University School of Law. Kimberly's experience includes negotiating collective bargaining agreements and advising on contract interpretation; and successfully defending clients in state and federal court and before administrative agencies in a variety of areas of employment law, including wage/hour law, discrimination, harassment, wrongful discharge, breach of contract, and workers' compensation claims. In addition, she has assisted employers in compliance matters involving the Office of Federal Contract Compliance Programs, and drafted numerous affirmative action plans for them. Kimberly is a frequent speaker for a wide variety of associations and organizations and is an active member of the Western Massachusetts community.

RETURN TO: CMIME, 182 TURNPIKE ROAD, SUITE 227, WESTBOROUGH, MA 01581 TEL. (508) 481-5244

Please register the following for the **MASS. EARNED SICK LEAVE LAW BRIEFING** on Wednesday, May 13, 2015. Please make check payable to CMIME.

NAME _____ NAME _____

NAME _____ NAME _____

Company Name Address

Authorized Signature Phone # E-mail

- CMEA member
- Non-members*

- Bill Company P.O. # _____
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FAX REGISTRATIONS TO (508) 303-0810 or email to cmeatraining@att.net. CONFIRMATIONS WILL NOT BE SENT.

CANCELLATIONS received **ten days before the program date** are refundable. After that, cancellations are subject to the entire fee. Cancellations must be made **in writing** by faxing, mailing or emailing us. Please note that if you do not cancel and do not attend, you are responsible for payment. Substitutions are accepted and encouraged.