

THE CALIFORNIA UNEMPLOYMENT INSURANCE COUNCIL (Southern California Chapter)

2014 September Seminar
Wednesday, September 10, 2014

11:30 a.m. Registration * 12:00 p.m. Lunch-Program * 2:30 p.m. Program Concludes

The Palm Restaurant- 1100 South Flower Street Los Angeles, CA 90015

SEVEN HABITS OF THE FREQUENTLY SUED EMPLOYER

by

Bernadette M. O'Brien, Esq., SPHR

Bernadette M. O'Brien is the managing attorney of Floyd, Skeren & Kelly, LLP's employment law department and a Senior Professional in Human Resources (SPHR). Ms. O'Brien is the author of the recently released LexisNexis publication, California Leaves of Absence: A Practical Guide for Employers, which covers the extensive leave laws in California including, disability leave, family and medical leave, military leave and pregnancy leave. She is also author of the popular LexisNexis publication Labor and Employment in California: A Guide to Employment Laws, Regulations and Practices.

- Handbook: Outdated, incomplete and internally inconsistent policies create liability!
 - Salary Exempt: Misclassifying employees as exempt from overtime.
 - Meals & Rest Breaks: What do Timesheets and Other Records Show?
 - Documentation: Failure to document problems.
- At Will Employment: The mistaken belief that you can fire anyone you want for any reason.
- Independent contractors: Misclassifying employees as independent contractors.
- Disability accommodation: Failure to properly accommodate disabled workers, including providing medical leave.

HRCI Credits: Pending 2.5 Recertification Credits

Register early, as seating is limited! Advanced registration and pre-payment are required. The registration deadline is Tuesday, September 2, 2014.

The cost for the seminar is \$35.00 for employees of CUIC company members. CUIC membership is for the company and pricing applies to all employees of the same company. The cost for CUIC non-members is \$45.00.

Lunch is included. ** Free valet parking is available.

Also, you may click on this link to join as a company member (annual membership September 1, 2014 through August 31, 2015) to take advantage of the lower registration price now.

Please register for the CUIC September Event online at:

<https://www.eventbrite.com/e/cuic-presents-seven-habits-of-the-frequently-sued-employer-tickets-12279152275>

Or, mail registration and payment to: Patricia Collins, CUICTreasurer 5391 Delong Street Cypress,
CA 90630

Enclosed is my check, payable to CUICT,
for ____ reservations to the Annual Employer Seminar on Wednesday, September 10, 2014.

Company

Address _____

Phone _____

Name(s) & Title(s): _____

Email(s): _____

Lunch Selections will be available on site