

FOULSTON

ATTORNEYS AT LAW

1551 N. Waterfront Parkway, Suite 100
Wichita, Kansas 67206-4466

Return Service Requested

2020

Kansas Employment Law Institute

Tuesday, May 12
Hyatt Regency Wichita

FOULSTON

ATTORNEYS AT LAW



www.foulston.com/employmentlawinstitute

For more than 25 years, Foulston has presented this informative, entertaining, and highly rated full-day program to human resources professionals, business owners, executives, and managers in a wide range of industries across the state. **If you only go to one employment law seminar a year, this should be it.**

“This is the most valuable and worthwhile event I attend each year.”

“Best employment law seminar I've been to. Very informative & topics well presented.”

“Covers pressing and relevant issues in HR and employment and reaches all levels of HR experience. ”

SEMINAR SCHEDULE

- 7:30 - 8:30 Registration and Continental Breakfast
- 8:30 - 9:30 **2020 Vision: A Look at the Latest Employment Law Cases, Issues, and Trends**
- 9:30 - 9:50 Refreshment Break
- 9:50 - 10:20 **Waves of Change from the Department of Labor, National Labor Relations Board, and Other Federal Agencies**
- 10:20 - 10:50 Employment Law "The Price Is Right"
- 10:50 - 11:10 Refreshment Break
- 11:10 - 12:10 **BREAKOUT SESSION #1** (choose one):
 - Hot Topics in Employee Benefits
 - Successfully Navigating DOL Wage and Hour Audits
 - FMLA Nuts and Bolts
- 12:10 - 1:15 Lunch (provided)
- 1:15 - 2:45 **How to Build Happier, More Resilient, More Productive, and Better-Performing Teams**
- 2:45 - 3:00 Refreshment Break
- 3:00 - 4:00 **BREAKOUT SESSION #2** (choose one):
 - Things I Wish Someone Would Have Told Me When I Was New to HR
 - Successfully Navigating DOL Wage and Hour Audits
 - Advanced FMLA Scenarios
- 4:00 Speaker Q&A and Reception

FEATURED KEYNOTE PRESENTATION:

How to Build Happier, More Resilient, More Productive, and Better-Performing Teams

Successful leadership requires a mastery of one's own mindsets, attitudes, and thought patterns, which in turn leads to optimized communication skills and enhanced employee resiliency and performance. During this keynote, Jarrett Green and Rebecca Green will share how employers and HR pros can build deep employee loyalty and trust, motivate and inspire their teams, and unlock their employees' highest potential through innovative self-awareness, mental reframing, and communication techniques. Attendees will be provided the *Six Mindsets of Ascended Leaders* and will learn how to purposefully reframe and re-communicate challenges and employee struggles in order to improve their team's cognitive skills, productivity, and emotional well-being.

JARRETT GREEN AND REBECCA GREEN

consult with and lead workshops at top companies across the globe on matters of employee well-being, stress resiliency, corporate leadership, and peak performance. They work with corporate clients such as US Bank, Tesla Motors, NBC-Universal, and Allstate Insurance Company, as well as many of the largest professional services organizations in the world. They co-created and co-teach the nationally recognized Mindfulness, Stress Resiliency and Peak Performance Program at USC Gould School of Law. Jarrett and Rebecca help workers of all levels experience greater happiness and well-being, enhanced passion and purpose in career and life, and optimized performance and overall success.



SEMINAR SESSIONS

This comprehensive, full-day seminar covers the latest employment law developments you need to know about to keep your organization compliant, as well as human resources best practices and strategies to make it an employer of choice. Sessions will be presented by experienced Foulston employment lawyers and will include topics such as new FLSA regulations, sweeping changes at the NLRB, and recent court decisions. Select from a variety of breakout sessions to customize your own schedule.

2020 Vision: A Look at the Latest Employment Law Cases, Issues, and Trends

Boyd Byers, Teresa Shulda, and Charles McClellan



This opening comprehensive update session will cover significant new Supreme Court and lower court rulings, legislative happenings, and the latest issues and trends that Kansas employers need to know about and keep their eyes on.

Things I Wish Someone Would Have Told Me When I Was New to HR

Panel of HR Professionals

For those of you just getting started in HR, do you want to avoid learning things the hard way? If so, we've got great news for you. This session will pull together a panel of seasoned HR professionals to share their wisdom and provide you with practical advice gleaned from years "in the trenches." Even if you've been around the block a few times, feel free to sit in and listen to your colleagues share their stories.

Successfully Navigating DOL Wage and Hour Audits

Forrest Rhodes, Jr.



This session will walk through the Department of Labor's wage and hour investigation process. We'll discuss issues that are common focal

points for the investigator and provide some practical advice that employers can implement ahead of time to eliminate, or at least minimize, potential liability.

Waves of Change from the Department of Labor, National Labor Relations Board, and Other Federal Agencies

Don Berner and Forrest Rhodes, Jr.



Do you feel like that swimmer fighting against the never-ending

waves rolling in toward you? The Trump administration is putting its stamp on the alphabet soup of federal government agencies with a variety of regulatory and other actions coming from all different directions. The agencies have been busy during the last year as they work to reshape federal policy and to roll back the changes implemented throughout the eight years of the Obama administration. This session just might be the lifeline you need in these choppy waters.

FMLA Nuts and Bolts

Teresa Shulda



FMLA compliance can easily turn into a daunting task without a proper understanding of the basics. Join us as we discuss the fundamentals of the

FMLA, including which employees are covered by the law, what situations trigger an employee's right to FMLA leave, employer and employee notice obligations, medical certifications, and other FMLA essentials. This course is geared toward HR professionals new to the field of FMLA administration, or for those who just want a refresher.

Employment Law "The Price Is Right"

David Rogers and Sarah Otto



It's no secret that HR blunders can lead to significant monetary

awards. In this energetic session, we'll take a look at some significant recent jury awards and settlements. Can you guess the price the employer had to pay? And what can you learn from these cases to make sure this doesn't happen to your organization?

Hot Topics in Employee Benefits

Jason Lacey



Just in time for Christmas, Congress delivered a big package of new retirement plan rules. Was it a shiny new toy or a lump of coal? We'll

break it down for you, plus get you up-to-speed on the latest agency guidance and litigation affecting employee benefit plans.

Advanced FMLA Scenarios

Teresa Shulda



Not all FMLA issues are created equally when it comes to ease of administration. This session is dedicated to those tricky, sensitive, and complex issues

that leave employers scratching their heads. Learn how to curb FMLA fraud and abuse, how to address employees who moonlight while on leave, when you can enforce attendance call-in procedures, when you can properly transfer employees on leave, and other difficult FMLA issues. We'll discuss these topics in the context of real-world scenarios to highlight problems and solutions for dealing with these challenges.

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Tuesday, May 12, 2020 • Hyatt Regency Wichita
8:30 AM - 4:00 PM (Reception to follow)

REGISTRATION FORM

3 Easy Ways to Register

1. Online

Credit Card Required
www.foulston.com/EmploymentLawInstitute



2. Fax form

Credit Card Required
866.346.2027



3. Mail form

Foulston Siefkin LLP
Kansas Employment Law Institute
1551 N. Waterfront Parkway, Suite 100
Wichita, KS 67206-4466



PLEASE PRINT: (ONE REGISTRATION FORM PER ATTENDEE)

Name: _____

Company: _____

Title: _____

Address: _____

City/State/Zip: _____

Phone: _____

*Email: _____

Lunch is included; please list any dietary restrictions and we will do our best to accommodate: _____

**Required for confirmation and notification of seminar changes*

REGISTRATION FEE: (CHOOSE ONE)

\$295 (Binder with printed materials) \$275 (Flash drive with downloadable materials)

PAYMENT METHOD:

Check enclosed (PAYABLE TO FOULSTON SIEFKIN LLP)

Charge my (CHECK ONE):

Visa Mastercard American Express Discover

Card Number: _____

Exp. Date: _____ CVC: _____

Name on Card: _____

CERTIFICATION: The 2020 Kansas Employment Law Institute will be submitted for review for HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™, and SPHRI™ recertification through HR Certification Institute® (HRCI®). Foulston Siefkin LLP is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program will be submitted for review. This activity will also be submitted for preapproval of CLE credit for attorneys in Kansas and Missouri.

CANCELLATION/REFUND POLICY: A full refund, minus a \$25 administrative fee, will be issued for cancellations up to five business days before the event. No-shows and cancellations received fewer than five business days before the seminar are not eligible for a refund. Registrations are transferable, including the day of the seminar. Any paid registrant who is unable to attend will be provided with the seminar materials upon request.

BREAKOUT SESSIONS

Breakout 1 (CHOOSE ONE)

- Hot Topics in Employee Benefits
- Successfully Navigating DOL Wage and Hour Audits
- FMLA Nuts and Bolts

Breakout 2 (CHOOSE ONE)

- Things I Wish Someone Would Have Told Me When I Was New to HR
- Successfully Navigating DOL Wage and Hour Audits
- Advanced FMLA Scenarios

REGISTRATION FEE INCLUDES:

Breakfast, lunch, snacks, parking, reception, and written or digital materials for all sessions. A link to download materials will be emailed to paid registrants prior to the seminar.

SEATING IS LIMITED.

This seminar has sold out in previous years, so be sure to register early.

FOR MORE INFORMATION:

Call 316.291.9723, or email Liz Golay at lgolay@foulston.com.