

# HR Training Series

via Webinar



The employment and labor law attorneys at Foulston Siefkin LLP offer webinars for HR professionals, managers, and business owners of all industries. Each session will address HR issues that are important and relevant to employers.

We will kick off the virtual 2020 HR Training Series in September. Sign up today to join us! HRCI and SHRM credit will be requested for webinar participants. Registration includes webinar access and downloadable materials. Please note individual attendance and participation at the webinar presentation is required for continuing education credit.

## **FMLA Nuts and Bolts**

September 2, 2020 | 12:00 - 1:15 PM CT

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.

## **Advanced FMLA Scenarios**

September 30, 2020 | 12:00 - 1:15 PM CT

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.

## **A View From the Plaintiff's Side**

October 8, 2020 | 12:00 - 1:15 PM CT

How does your business look from the claimant's side? This session will present employment issues from the viewpoint of a lawyer representing your employees or former employees. Understanding the various views, tactics, and techniques likely to be utilized can help to reduce your risk profile and vulnerabilities to these types of claims and arguments.

## **OSHA Nuts and Bolts**

October 22, 2020 | 12:00 - 1:15 PM CT

What is your organization's OSHA IQ? Following our recent experience with COVID-19, have you uncovered some gaps in your safety programs? Join us as we explore basic OSHA concepts and discuss how to respond to an OSHA inspection.

## **Wage and Hour Workshop**

November 4, 2020 | 12:00 - 2:15 PM CT

In this session, we'll take a deep dive into all things overtime. The discussion will include how overtime should be calculated, especially when bonuses, commissions, and additional forms of compensation are in play. We'll also examine the contours of the common white-collar exemptions in the context of a review of some sample job descriptions to identify how those documents can impact the various job duties tests.

## **Common Pitfalls**

November 12, 2020 | 12:00 - 1:15 PM CT

Grab a vine. Swing over a mud pit in the jungle and drop in for this session. We will explore a variety of common mistakes that lead to bigger messes to clean up. As a famous TV personality once said, "Knowing is half the battle." As a special bonus, we will identify these cultural references along with discussing these traps.

## **End-of-Year Update**

December 10, 2020 | 12:00 - 1:15 PM CT

Are you all set for the holiday season? Did you finish off your employment law to-do list for 2020? This session will serve as a wrap-up for all those 2020 to-do list items and discuss the upcoming trends for 2021.