

2020

FOULSTON
ATTORNEYS AT LAW

Kansas Employment Law Institute

WHEN: Tuesday, May 12, 2020 **WHERE:** Hyatt Regency Wichita

AGENDA:

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**

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.

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**

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.

10:20 - 10:50 **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?

10:50 - 11:10 **Refreshment Break**

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.

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.

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.

12:10 - 1:15 **Lunch (Provided)**

1:15 - 2:45 **How to Build Happier, More Resilient, More Productive, and Better-Performing Teams**

Jarrett Green and Rebecca Green

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 re-frame and re-communicate challenges and employee struggles in order to improve their team's cognitive skills, productivity, and emotional well-being.

2:45 - 3:00 **Refreshment Break**

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.

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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.

4:00 **Speaker Q&A and Reception**