

Northwest Montgomery County HR Councils Event

Brookville, Huber Heights, Northmont, Trotwood and Vandalia-Butler
Chambers of Commerce

Professional Development Workshop

Date: October 27, 2011

9:00 am - 12:15 pm

Location in Clayton: Miami Valley Career Technology Center
6800 Hoke Rd. Clayton, Ohio 45315 – For Directions Only: Phone: 937-854-6291
New Adult Education Building

This workshop will provide 3 credit hours for PHR/SPHR recertification.

Legal Update (What new laws may affect you.)

Staying current, maintaining relevance through informed decision making; these are what will propel your company forward. Social media sites, background screening an increasingly abundant pool of applicants, the legal implications of both; these are the issues can secure your place in the business world.

Presented By:



Jeffrey Mullins, Esq.
Partner-in-Charge
Taft Stettinius & Hollister LLP

JEFFREY A. MULLINS is the Partner-in-Charge of the Dayton office of Taft Stettinius & Hollister LLP. He received his undergraduate degree, graduating *magna cum laude*, from the University of Dayton and law degree, graduating *summa cum laude*, from the University of Dayton School Of Law. Mr. Mullins practices in the areas of health care and labor and employment law. He is a member of the Dayton and Ohio Bar Associations, American Health Lawyers Association, Associated Builders and Contractors and the Society for Human Resource Management. Mr. Mullins served as president of the Miami Valley Human Resource Association and is a board member of the Catholic Social Services and Culture Works. He also serves as treasurer for the Voluntary Protection Program Association for Construction and as trustee for the Ohio Valley Construction Education Foundation.



Steven E. Gall
President
Gall & Gall Company, Inc.

Steven Gall is a former police officer with over 31 years Human Resources. Steven is a National Speaker and speaks at many associations and companies annually; focusing on all areas of HR management and employment law. Since 1987 Steven has had a professional membership with SHRM (Society of Human Resource Management). Steven was appointed six years ago, and is currently, the West Central Ohio State District Director for the SHRM Ohio State Council. Steven is a founding member of the National Association of Professional Background Screeners. Steven provides instruction and consulting to many Associations and Companies annually. His programs focus on all areas of HR Management and Employment Law. Some of his areas of expertise are Employment Law, The Fair Credit Reporting Act, Due Diligence in Employment Background Screening and Workplace Violence.



Shawn C. Emerson, Esq.
Taft Stettinius & Hollister LLP

SHAWN EMERSON is an associate in the Labor and Employment practice in Taft's Dayton office. Mr. Emerson represents public and private employers in all aspects of labor and employment law including issues involving race, sex, age, disability, and religious discrimination; wage and hour matters under the Fair Labor Standards Act; prevailing wage; and various other state and federal laws. He assists employers with developing and modifying employee handbooks, workplace policies, and internal investigations, as well as other issues relating to the employment relationship.

Mr. Emerson represents employers in matters arising out of the National Labor Relations Act, including collective bargaining, training management and supervisory employees in union avoidance, defending against unfair labor practice charges, and conducting labor arbitrations. His representation of public employers involves advising and defending public sector employers on matters related to Ohio municipal law. He has assisted cities, townships, and villages in Ohio, and currently serves as the Village Solicitor for a Dayton suburb.

Jeffrey Mullins, Esq., Shawn Emerson, Esq., and Steven Gall are going to be using their expertise to explore the following topics:

Social Media Sites and Legal Implications

The National Labor Relations Board has targeted policies and employment practices involving social media, leaving employers with little direction on how to address this constantly evolving area. This segment will involve discussion about strategies to address employee uses of social media without attracting the attention of the NLRB, courts, and plaintiff's attorneys.

Background Screening and Testing: Treacherous EEO Training

Background screening and testing is being used to identify beneficial applicants for tentative employers. There are rising discussions, in large part from the OFCCP and the EEOC that these practices might be "systemic" discrimination. Understanding why the disparities that appear in hiring rates are not discriminatory but are in fact irrelevantly correlated is a very important distinction that we will discuss during this segment.

Protecting Your Bread and Butter: What Every Employer Should Know About Non-Competes and Protecting Confidential Information

Agreements that protect your company's confidential information and prevent unfair competition by former employees are vital to maintaining a healthy business plan. However, these agreements are worthless if a court may find them unenforceable or inapplicable. Learn how to avoid these two pitfalls.

Anatomy of an I-9 Audit: Managing Risks, Auditing Forms and Avoiding Penalties

The Department of Homeland Security and U.S. Immigration and Customs Enforcement will be continuing to audit I-9's in 2011. It is very important to be properly self-regulating to avoid possible fines, penalties and even jail time.

Immigration Agency: Criminal Deportations, Employer Arrest Up

Immigration and Customs Enforcement has removed a record number of people from the United States last year who were here illegally. ICE has also been going after employers much more rigorously. Of the people deported, almost half have criminal convictions. Now, more than ever, it is important to have background screening implemented in your business model.

Organized Labor: New Directions and Challenges that Will Affect All Employers

Federal agencies are increasing their support for unions, while states are proposing laws that assist employers in managing labor costs. These competing interests have drastically changed the labor landscape, and these changes may affect your company, even if you do not currently have an organized labor force. This segment will focus on some of these recent changes and assist employers with compliance and future planning.

Pre-employment Credit Checks Under Heightened Scrutiny: Complying with the Fair Credit Reporting Act, Title VII and State Laws

Pre-employment credit checks can be useful when a company is deciding who will be the best addition to their employ. On the same token, using credit history as part of your hiring decision-making is coming under scrutiny by the EEOC. Understanding the benefits versus the possible legal risks will allow you to make the best decision for your company.

Retaliation Claims Redefine an Employer's Approach to Discrimination Avoidance

The difficult economic times of the last several years have resulted in an increase in discrimination and retaliation claims. Learn several approaches to help minimize the risks associated with these claims.

Genetic Information and the EEOC

Be careful of what you inadvertently learn about your employees. You may be storing protected genetic information about your employees. Discover what information you should be cautious of and how the EEOC may become involved.



544 W. National Road, P. O. Box 224, Vandalia, Ohio 45377
Phone: 937-898-5351 - Fax: 937-898-5491

Date: October 27, 2011

9:00 am - 12:15 pm

Registration and Networking: 8:30 am – 9:00 am

**Location in Clayton: Miami Valley Career Technology Center
6800 Hoke Rd. Clayton, Ohio 45315 - For Directions Only: Phone: 937-898-5491
New Adult Education Building**

Please fax this response form to the Vandalia-Butler Chamber of Commerce Chamber of Commerce

Fax: 937-898-5491 or register on our website: www.vandaliabutlerchamber.org

Member: \$49.00 Non-Member/Guest: \$69.00

Reservations not cancelled by October 26, 2011 will be billed

Name: _____ Name: _____

Name: _____ Name: _____

Company: _____ Address: _____

City: _____ State: _____ Zip Code: _____

Reservations must be received by noon on Wednesday, October 26, 2011