

Mini Law School for HR Professionals A Comprehensive Primer on Labor and Employment Law

Past Details

October 7, 2020

9:00 AM - 4:30 PM PST

[View Recording](#)

Speaker



[Kelly D. Gemelli](#)

Principal
San Diego 619-573-4916
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Registration Fee: \$359.00

A Comprehensive Primer on Labor and Employment Law

As employment-related litigation rates continue to rise, employers must look for ways to proactively protect themselves in a legal manner. Human resource compliance can be one of the most costly and time-consuming aspects for a business; can you streamline the process and prevent unnecessary risk? This program will get you up to speed so you can return to work confident in your abilities. Know the fundamentals of human resources: from hiring to firing and everything in-between. Register today!

- Get the latest employment law updates you can't afford to miss.
- Understand the importance of thorough and accurate paperwork when hiring new employees.
- Know what a handbook should and should not contain by exploring the advantages and pitfalls of various policies.
- Appropriately apply wage and hour exemption requirements in gray areas such as outside salespeople and highly-paid computer professionals.
- Ensure compliance with federal and state WARN Act requirements when performing layoffs.
- Understand unemployment compensation guidelines and how to manage costs.
- Remain up to date on the latest developments regarding employee behavior and controversial social media policies.
- Learn the key steps to investigating employee misconduct thoroughly and legally.

Wage and Benefit Issues

1:10 - 2:00 p.m.

Kelly D. Gemelli

State-Specific Wage and Hour Laws

- What Qualifies as Overtime?
- Differences to be Aware of: Salaried Exempt vs. Salaried Non-Exempt
- Options for Employees Reporting Time Worked
- Handling Deductions from Wages
- Leave Policies
- Part-Time Employees and Temps: Wage and Benefit Obligations
- Unpaid Internship and Training Programs
- Benefits: Health Insurance, Flex Spending and Retirement Plans
- Modifications to the Consolidated Omnibus Reconciliation Act of 1985 (COBRA)
- Changes to Flexible Spending Accounts

- Employee Retirement Income Security Act (ERISA) Pitfalls to be Wary of

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