

2009

Employment Practices Conference

2009

NOV. 11, 2009 • UNIVERSAL CITY & WEBCAST

As the professional who oversees your business' HR function, you need to be current in every aspect of employment law. State and federal laws change annually and offer more protection for the employee than ever before, especially in California. This conference is designed by CPAs, attorneys and HR administrators to bring you up-to-date on the issues that affect your workplace. From wage and hour issues and sexual harassment to keeping great employees, our experts deliver what you need to prevent common employer mistakes. **Lunch is provided for all attendees.**

HIGHLIGHTS

- Legal update
- Nuts & bolts: 10 common mistakes
- Workforce reduction and alternatives
- From e-mail to Twitter: Managing in an electronic workplace
- The AWOL employee
- Wage and hour update
- Plaintiffs' and defense lawyers' perspectives case studies

DESIGNED FOR

CPAs, controllers, office managers, human resource generalists and other professional staff responsible for the HR function, as well as CPAs and attorneys who want to be knowledgeable about employment law when their clients discuss personnel issues with them.

OBJECTIVES

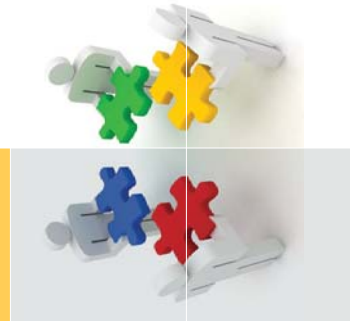
- Explore the latest updates on employment law and learn how they affect your business.

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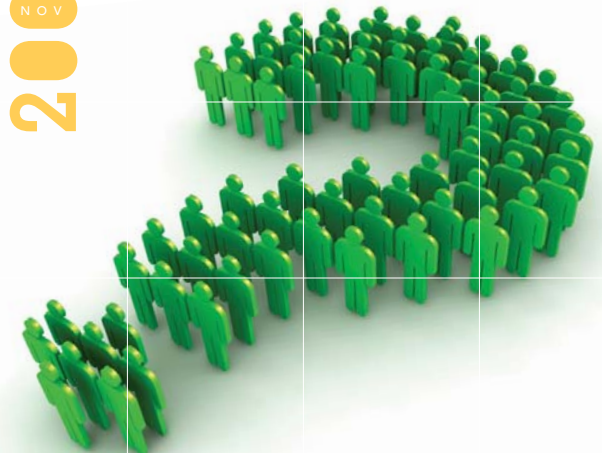
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CREDIT INFORMATION

CPE: 8.0 Hours
MCLE: 6.5 Hours
Level: Update
Prerequisites: None

8:30 AM

WELCOME AND INTRODUCTIONS

Mark E. Terman, Esq.
Conference Chair
Reish & Reicher
Los Angeles

8:35 AM

LEGAL UPDATE

- Federal laws application in California
- New California laws
- Trends and developments
- The Obama effect

Karina B. Sterman, Esq.
Ervin Cohen & Jessup LLP
Beverly Hills

9:25 AM

NUTS & BOLTS: 10 COMMON MISTAKES

- Updating policies
- Performance evaluations
- Communication and documentation
- Confidentiality agreements
- Arbitration agreements
- Non-compete agreements
- EDD claims—what employees are entitled to

Deborah F. Birndorf, Esq., MBA
Birndorf Law Offices
Los Angeles

10:25 AM – Break

10:35 AM

WORKFORCE REDUCTION AND ALTERNATIVES

- Business planning
—Recruiting
—Downsizing
- Legal planning
- Implementation
- Communications
- Morale issues
- Separation agreements

Mark E. Terman, Esq.
Reish & Reicher
Los Angeles

11:35 AM – Lunch (provided)

12:35 PM

FROM E-MAIL TO TWITTER: MANAGING IN AN ELECTRONIC WORKPLACE

- Social media
- Information security and employee privacy
- Surveillance and monitoring
- E-mail use and abuse
- Best practices from hire to fire

Eric Swenson
RSJ/Swenson LLC
Encino

1:35 PM

THE AWOL EMPLOYEE

- Common mistakes in administering leaves of absence
- Handling employees who “milk” the system
- Disability leaves and reasonable accommodation
- Workers’ compensation leaves
- Family/medical leaves

Linda Harris
JorgensenHR
Valencia

Frank E. Melton, Esq.
Rutter Hobbs & Davidoff Incorporated
Los Angeles

2:35 PM – Break

2:45 PM

WAGE AND HOUR UPDATE

- Exempt vs. non-exempt
- Independent contractor vs. employee
- Alternative work weeks
- Comp time vs. make up time
- Meal and rest periods

Richard Rosenberg, Esq.
Ballard Rosenberg Golper & Savitt, LLP
Universal City

3:35 PM

PLAINTIFFS’ AND DEFENSE LAWYERS’ PERSPECTIVES CASE STUDIES

- Disability discrimination
- Social networking
- Reduction in workforce (RIF)

Michael A. Futterman, Esq.
Futterman Dupree Dodd Croley Maier LLP
San Francisco

Jeffrey K. Winikow, Esq.
Law Offices of Jeffrey K. Winikow
Los Angeles

4:30 PM – Adjourn

TO REGISTER

MAIL (Please allow time for processing.)
California CPA Education Foundation
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San Francisco, CA 94145-0066
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REGISTRATION INFORMATION

All registrations are taken on a first-come, first-served basis. The California CPA Education Foundation reserves the right to refuse admission to any individual whose behavior it deems inappropriate.

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For VP members and coupon users, a \$125 cancellation fee will be charged for all cancellations made less than three business days prior to the event. All VP no-shows will have 8 hours of VP credit deducted for each day of instruction missed. Coupon no-shows must surrender the coupon used to register. For registration policies, please go to www.educationfoundation.org/policies

Note: Topics and speakers are subject to change. For up-to-date information, please go to www.educationfoundation.org



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