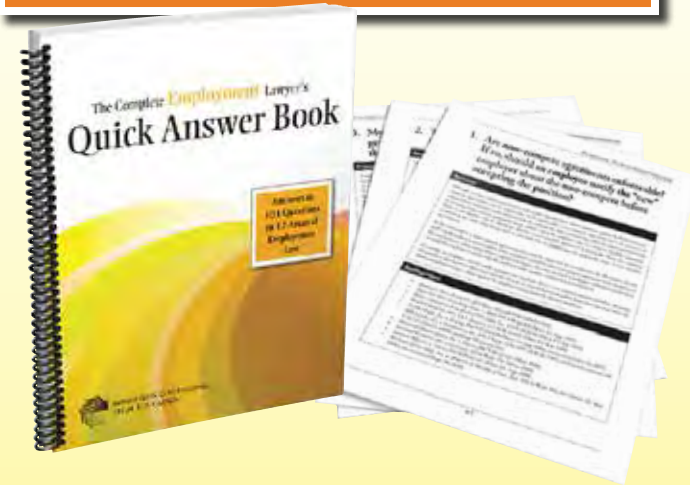


The Complete **Employment** Lawyer's Quick Answer Book

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Thursday, February 4, 2016

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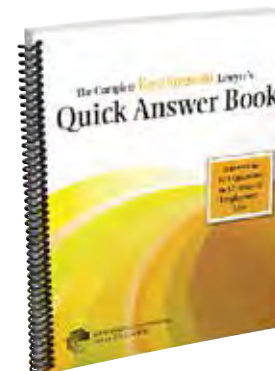
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Thursday, February 4, 2016

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600 Nicollet Mall, Suite 370
Third Floor City Center, Minneapolis

Video replay details inside.

A fun, fast-paced seminar filled with a wealth of practical information every employment lawyer should know!

8:30 – 9:00 a.m.
CHECK-IN & CONTINENTAL BREAKFAST

9:00 – 9:30 a.m.
Hiring and Screening Employees

- What types of questions can employers ask and not ask applicants?
- What types of background searches may employers conduct and what are the limitations?
- What types of applicant screening or testing may employers conduct?
- And many more

– *Howard L. Bolter*

9:30 – 10:00 a.m.
The Fair Labor Standards Act

- Are volunteers, interns and independent contractors covered by the FLSA?
- Who is entitled to be paid the minimum wage and to receive overtime pay?
- If an hourly employee is eligible for overtime, how does an employer calculate the overtime rate?
- And many more

– *Michelle Drake*

10:00 – 10:30 a.m.
Non-Competes and Trade Secrets

- What are the requirements for a legally enforceable non-compete agreement?
- What is considered to be valid consideration?
- What are legitimate reasons for having a non-compete agreement in an employment relationship?
- And many more

– *Jeffrey B. Oberman*

10:30 – 10:45 a.m.
BREAK

10:45 – 11:15 a.m.
Title VII, Minnesota Human Rights Act, ADEA and Discrimination

- What is an employee required to do to initiate a cause of action for discrimination under local, state, and federal laws?
- How much time does a Minnesota employee have to bring a claim of discrimination under Title VII, the Minnesota Human Rights Act, the ADA, and the ADEA?
- What damages or remedies are available to employees who commence claims under Title VII, the Minnesota Human Rights Act, the ADA, or the ADEA?
- And many more

– *Steven Andrew Smith*

11:15 – 11:45 a.m.
The Americans with Disabilities Act

- Are all medical limitations considered to be a disability?
- What does it mean to have a “substantial impairment” of a “major life activity?”
- What are an employer’s obligations with respect to hiring and/or employing a person with a disability?
- And many more

– *Mary M. Krakow*

11:45 a.m. – 12:15 p.m.
Reasonable Accommodation under Discrimination Laws

- Are applicants for jobs entitled to accommodations?
- What are reasonable accommodations for disability, religion, and pregnancy?
- When are employers not required to reasonably accommodate an employee?
- And many more

– *T. J. Conley*

12:15 – 1:15 p.m.
LUNCH (on your own)

1:15 – 1:45 p.m.
The Family and Medical Leave Act and Other Leave

- For what purposes can a covered employee take FMLA leave?
- What is a “serious health condition?”
- What are employee and employer FMLA notice requirements?
- And many more

– *Penelope J. Phillips*

1:45 – 2:15 p.m.
Discipline and Termination

- What are the exceptions to employment at-will?
- Why and how should an employer document?
- Should an employer give the employee a written explanation of the reasons for termination?
- And many more

– *Robert C. Boisvert, Jr.*

2:15 – 2:45 p.m.
Unlawful Harassment in the Workplace

- How does one determine what constitutes “severe or pervasive” or whether conduct is “unwelcome?”
- Is the standard for determining unlawful harassment objective or subjective?
- When is a company liable for unlawful harassment?
- And many more

– *Leonard B. Segal*

2:45 – 3:00 p.m.
BREAK

3:00 – 3:30 p.m.
Whistleblowers and Retaliation Claims

- What types of conduct does the Minnesota Whistleblower Act (MWA) protect?
- How has the 2013 amendment to the MWA changed the law?
- What are common defenses to a MWA claim?
- And many more

– *John D. Thompson*

3:30 – 4:00 p.m.
The National Labor Relations Act

- Does the National Labor Relations Act apply in a non-union workplace?
- What types of workplace policies and practices can run afoul of the National Labor Relations Act?
- Is it unlawful to retaliate or discriminate against an employee who supports a union, engages in union activities, or participates in an NLRB case?
- And many more

– *Thomas R. Trachsel*

4:00 – 4:30 p.m.
Employment Conditions

- When a Minnesota employment relationship ends, what payments are owed to the employee, when are they due, and when may an employer deduct from final pay?
- What leaves are available to employees under Minnesota law?
- If a Minnesota employer wants to test an applicant or employee for drugs or alcohol use, what steps do they need to take?
- And many more

– *Chris D. Jozwiak*

LIVE PRESENTATION
Minneapolis – 2/4/16
Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370

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Video replay times may differ from the live presentation due to abbreviated lunch and break periods. Check-in and start times are as indicated below.

Minneapolis – 2/22/16 & 3/9/16 (Registration 8:30; Replay 9:00)
Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370

Duluth – 4/8/16 (Registration 8:30; Replay 9:00)
Radisson Hotel Duluth – Harborview
505 West Superior Street

Moorhead – 3/16/16 (Registration 9:15; Replay 9:30)
Moorhead Public Library
118 Fifth Street South

St. Cloud Area – 4/8/16 (Registration 8:15; replay 8:30)
Minnesota School of Business
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The Complete Employment Lawyer

Thursday, February 4, 2016
Minnesota CLE Conference Center

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