



Employment Law Challenges for 2012

February 7, 2012, 12:30 - 2:30 p.m. (MT)



Complex employment regulations pose significant challenges to community banks. This program addresses new requirements and continuing pitfalls with up-to-date information on best practices to manage HR compliance.

Increasingly complex employment regulations pose significant challenges to community banks with limited internal resources. This program addresses both new requirements and the continuing compliance pitfalls with up-to-date information on best practices to manage HR compliance.

Highlights

- **A Big Year at the NLRB:** non-union workplaces like banks must still comply with rules governing workers' rights, including new notice requirements.
- **Department of Labor's Wage & Hour Mission:** while banks struggle to apply new interpretations of the overtime exemption, the DOL attacks the independent contractor classification.
- **Managing Attendance:** Recently toughened, the Americans with Disabilities Act requires banks to dialog with employees about time off work, reduced schedules and other accommodations -- even when FMLA leave is exhausted.
- **Retaliation:** With the US Supreme Court's expansion of the definition of retaliation, EEOC charges have reached an all-time high. At the same time, the Dodd-Frank Act has focused attention on claims of retaliation against whistleblowers.
- **Social Media:** Boon or Bain? Facebook can be a great marketing tool, and helps screen candidates for employment, but what can the bank do to prevent misuse of social media by employees?

Speaker

Marian Exall, co-founder of Employment Law Compliance, Inc. (ELC), practiced with leading law firms, before becoming Home Depot's senior employment counsel. With ELC, she devotes herself to a preventive practice, concentrating on HR policy and program development, training, compliance and dispute resolution. She is a frequent speaker to bankers across the country, and writes on employment topics for publications, including the ABA Banking Journal, where she blogs at <http://www.abajournal.com/blog/1628.html>. Ms. Exall is certified as a Senior Professional in Human Resources, and is an arbitrator on the American Arbitration Association's Employment Panel. She is a graduate of the London School of Economics and obtained her J.D. with distinction from Emory University of Law.

ELC has a substantial and successful history of working exclusively with community banks, large and small, and assisting them in satisfying their employment compliance obligations. We have the privilege to support many of the best managed banks in the United States. Visit our website at employlawcompliance.com.

Audience

This program is designed specifically for community bankers charged with the human resource function, but will be of value to all bankers involved in managing employees.

CE Applied: 2.5 hrs. CRCM with the ICB and 2 hrs. HRCI

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