

Real lawyers. Practical teaching. Once a month.

2021 EMPLOYEE RELATIONS LAW SERIES

Gain essential knowledge about complex employment and labor laws and how they are likely to change in 2021 under the new President and as the country continues to deal with COVID-19.

YOUR INSTRUCTORS | Local attorneys from Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

(Instructors Subject to Change)



James Garilas
BUSINESS
IMMIGRATION



Kyle Dillard
OSHA



Bill Duda
WORKERS
COMPENSATION
WAGE AND HOUR



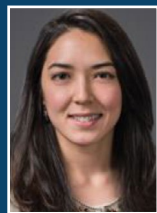
John Merrell
LABOR LAWS



Kathy Helms
ADA and FMLA



Michael Henthorne
EEO COMPLIANCE
SPECIAL
EMPLOYMENT ISSUES



Ashley Kerr
BUSINESS
IMMIGRATION



Chris Near
AFFIRMATIVE ACTION



Daniel Sulton
EMPLOYEE
BENEFITS/ERISA



Chris Thomas
EMPLOYEE
HANDBOOKS
UNEMPLOYMENT
CLAIMS

March to December 2021 | 2nd Thursdays
8 AM – 12 PM | Virtual

The cost of the entire series is \$749.

MIDLANDSTECH.EDU/LawSeries

Course Code | CEHRS 510 14

Series conducted by Ogletree,
Deakins, Nash, Smoak & Stewart, P.C.
in partnership with
Midlands Technical College

**Ogletree
Deakins**
Employers & Lawyers. Working Together

**MIDLANDS
TECHNICAL COLLEGE**

AGENDA

Learn practical knowledge about complex employment laws in Midlands Technical College's Certificate in Employee Relations Law Series. The Employee Relations Law Series is designed to provide necessary information to human resource professionals and managers in a convenient, cost-effective way.

Each four-hour virtual class will be held on the second Thursday of March to December 2021. Local attorneys from Ogletree, Deakins, Nash, Smoak & Stewart, P.C. will conduct the series, and class materials will be provided electronically on each day of instruction. A minimum of eight courses are required to earn the certificate.

ALL SESSIONS WILL ADDRESS HOW THESE LAWS MAY CHANGE UNDER A NEW ADMINISTRATION.

MARCH 11 | South Carolina Workers' Compensation

- > Coverage and Compliance
- > Handling Claims
- > Return to Work and Light Duty
- > Recognizing and Avoiding Fraud
- > Interaction with the ADA and FMLA

APRIL 8 | Labor Laws | Employer's and Employee's Rights and Obligations under the National Labor Relations Act

- > Overview of the NLRA
- > The Tension Between Free Speech and Restrictions on Speech
- > Protected Concerted Activity (Facebook and the NLRB)
- > Discrimination Provisions of the Act
- > Collective Bargaining
- > Enforcement Procedures and Remedies
- > Impact of States' Right to Work Laws

MAY 13 | OSHA and Unemployment Claims

OSHA

- > OSHA Overview
- > Generally Applicable Standards and Regulations
- > OSHA Regulatory and Legislative Agenda

Handling Unemployment Claims

- > Understanding South Carolina Unemployment Law
- > Meeting Drug Testing Requirements
- > How to Prepare and Present Your Case at a Hearing

JUNE 10 | Equal Employment Opportunity Compliance

- > Overview of Employment Discrimination Law
- > Addressing Workplace Harassment in the #metoo Era
- > The Concepts of Disparate Treatment and Disparate Impact
- > Best Practices and Practical Guidance for Responding to Charges of Discrimination

JULY 8 | Business Immigration

- > Federal I-9 Compliance and Anti-Discrimination Laws
- > South Carolina Immigration Law
- > Immigrant and Non-immigrant Categories
- > Recent Developments in Business Immigration Issues

AUGUST 12 | Responsibilities under the ADA and FMLA

- > Americans with Disabilities Act (ADA), Including the ADA Amendments Act of 2008
- > Family and Medical Leave Act (FMLA) Understanding and Application
- > ADA/FMLA Interaction with Other Federal Laws

SEPTEMBER 9 | Understanding Employee Benefit Laws

- > Overview of ERISA and its Impact on Retirement Plans and Welfare Benefits Plans
- > Latest developments Impacting Employee Benefits, Including the Affordable Care Act

OCTOBER 14 | Federal Affirmative Action Laws and Employee Handbooks/Policies

Federal Affirmative Action Laws

- > New and Existing Legal Obligations of Federal Contractors and Subcontractors
- > What to Expect During an OFCCP Establishment Review, Compliance Check, or Focused Review
- > Preparing an Affirmative Action Program (AAP)
- > Key Areas of OFCCP's Focus (Applicants, Hires, Compensation, Individuals with Disabilities, and Veterans)

Effective Employee Handbooks and Policies

- > Handbooks – A Blessing and A Curse
- > Beyond Handbooks – What Other Writings or Communications Can Bind An Employer?
- > What Every Handbook Must (or at least should) Contain
- > How Can an Employer Modify Its Handbook and Policies?
- > Effective Corrective Action

NOVEMBER 11 | Federal/State Wage and Hour Laws

- > *New* Federal Regulations for 2020
- > Common "Hours Worked" Issues in the Electronic Age
- > Overtime – Calculating and Paying it Correctly
- > Wage Deductions and Garnishments
- > FLSA White Collar Exemptions and Status of New White Collar Regulations

DECEMBER 9 | Special Employment Issues

- > Avoiding and Defending Defamation, Privacy and other Tort Claims
- > Social Media – Problems and Solutions
- > Hiring Employees and Conducting Reference Checks
- > Avoiding and Responding to Workplace Violence
- > E-Discovery and Litigation Holds – What It Means for HR Professionals

