

OTHER OPPORTUNITIES

- **Employment Law: Beyond the Basics**
Dubuque, IA — December 6, 2011
 - **Employment Law: Contemporary Challenges in a Changing Workplace**
Cedar Rapids, IA — December 7, 2011
 - **Employment Law: Contemporary Challenges in a Changing Workplace**
Des Moines, IA — December 14, 2011
 - **Landlord-Tenant Law — Des Moines, IA**
Des Moines, IA — March 21, 2012
- Find out more online at: www.sterlingeducation.com

Connect with SES for new events and exclusive discounts!



REFERENCE MATERIALS

Seminar Manual

The faculty has prepared a substantial reference work to accompany their presentation. This manual will serve as a valuable tool for future reference. You will receive the manual upon checking in at the seminar site. Its price is included in the registration fee.

Audio Recording

This seminar will be recorded, so if you cannot attend, or if you want to apply for home study credit (where available), you can order the audio recording and/or a reference manual from this program. Please use the registration form to order.

STERLING BOOKSTORE

Below is a selection of the materials currently available from previous Sterling seminars. To place an order call us at 715-855-0495, complete and mail in this form with payment, or visit our online store at <https://store.sterlingeducation.com/bookstore.php>.

FUNDAMENTALS OF EMPLOYMENT LAW :

Hiring & Terminating Employees in the Current Economy; FLSA/Wage and Hour Critical Issues; Employee Privacy in the Workplace; Sexual, Racial, and Other Harassment in the Workplace; ADA and FMLA Update; and Health Care Reform

PRESENTERS: Jay E. Denne with Munger, Reinschmidt & Denne, L.L.P.; Kathryn E. Ford with Davenport Evans Hurwitz & Smith, LLP; and Emilee Boyle Gehling with Goosmann Law Firm
Seminar #10IA11266 Audio & Manual Set \$155 Audio only \$95 Manual only \$75

WORKERS' COMPENSATION LAW & PRACTICE:

Practice Tips: Basic Definitions and Concepts; Legislative and Case Law Update; Workers' Compensation Issues; Settlements; Return to Work Issues; Hot Topics in Iowa Workers' Compensation; and Ethics: Ethical and Professional Behavior

PRESENTERS: Jeffrey W. Lanz and Nathan R. McConkey with Huber, Book, Cortese, Happe & Lanz, P.L.C.; Cory D. Abbas, Mark A. King and Michael J. Miller with Patterson Law Firm, LLP; and Matthew C. Moore with Demichelis Law Firm, P.C.

Seminar #10IA08187 Audio & Manual Set \$155 Audio only \$95 Manual only \$75

LANDLORD-TENANT LAW UPDATE:

Lease Provisions and Issues: Plan Ahead to Avoid Problems; Landlord and Tenant Obligations; The Eviction and Judicial Process; Landlord-Tenant Mediation/Dispute Resolution; When Tenant or Landlord Files Bankruptcy; and Ethical Consideration in Landlord-Tenant Law

PRESENTERS: Patricia G. Kropf with Meardon, Sueppel & Downer P.L.C.; Samuel E. Jones with Shuttleworth & Ingersoll, P.L.C.; Linda Newman Woito, Attorney at Law; and Renee K. Hanrahan with Renee K. Hanrahan, P.C.

Seminar #10IA11244 Audio & Manual Set \$155 Audio only \$95 Manual only \$75

Name _____

Firm/Company Name _____

Address _____

City _____ State _____ Zip _____

E-mail Address _____ Phone _____

11IA12293



PO BOX 3127
EAU CLAIRE, WI 54602-3127
(715) 855-0498
www.sterlingeducation.com

Employment Law Beyond the Basics

Including information on health care legislation

Davenport – December 14, 2011

\$30 off
Register by November 2nd

NONPROFIT ORG.
U.S. POSTAGE
PAID
Sterling Education
Services, Inc.

4 Convenient Locations:

- Dubuque, IA — December 6, 2011
- Cedar Rapids, IA — December 7, 2011
- Davenport, IA — December 14, 2011
- Des Moines, IA — December 14, 2011

More info online: www.sterlingeducation.com

IMPORTANT INFORMATION - PLEASE CIRCULATE

Please make necessary corrections to address.

Including information on
**Health Care
Legislation**

\$30 off

Register by November 2nd

Employment Law *Beyond the Basics*



**December 14, 2011
Davenport, IA**

Presented by:

Robert S. Gallagher

- Gallagher, Millage & Gallagher, P.L.C.

David M. Pillers

- Pillers and Richmond

G. Wylie Pillers III

- Pillers and Richmond

Heather L. Carlson

- McDonald, Woodward & Carlson, P.C.

Nathan R. Mather

- Nepple Law, PLC

(See complete biographies inside)



Continuing Education Credit:

• IA CLE 6.75 • IL CLE 6.5 • WI CLE 8.0 •

• HRCI 6.75 • NASBA CPE 8.0 •

See inside for details.

SES Sterling Education Services, Inc.

Sterling means *value!*

MEET THE FACULTY

ROBERT S. GALLAGHER, managing member of Gallagher, Millage & Gallagher, P.L.C. in Bettendorf, has an extensive litigation practice primarily in the areas of labor and employment, family, and personal injury law. Mr. Gallagher is a frequent speaker in the areas of litigation and employment law. He is a member of the Scott County, the Iowa State, the Wisconsin State, and the American Bar Associations, the Wisconsin Academy of Trial Lawyers, the Iowa Trial Lawyers Association, and the Association of Trial Lawyers of America. Mr. Gallagher received his B.A. from the University of Iowa and his J.D. from Marquette University.

NATHAN R. MATHER, a shareholder with Nepple Law, PLC in Muscatine, focuses his practice on management-side labor and employment law as well as business and fiduciary litigation. Mr. Mather defends employers in state and federal suits, administrative actions and alternative dispute resolution proceedings, litigating cases involving unlawful discrimination, wage and hour disputes, unlawful terminations, non-compete agreements, reductions in force, disability law, unfair labor practices, and traditional labor law. He also counsels businesses on all aspects of employment law, including compliance, employee handbook preparation and review, workplace rules and policies, dealing with investigative audits, workforce training, internal investigations, and responding to organizational campaigns. Mr. Mather has been admitted to practice in Iowa, Illinois (*pending*), New York, and New Jersey. He is a member of the Muscatine County, the Iowa State, and the American Bar Associations. Mr. Mather received his B.A. from Northwestern University and his J.D. from the New York University School of Law.

HEATHER L. CARLSON, with McDonald, Woodward & Carlson, P.C. in Davenport, maintains a diverse practice including employment law, personal injury, and workers' compensation. Immediately following law school, Ms. Carlson worked as a trial attorney in Kansas City, Missouri, and later returned to the Quad-Cities to continue the practice of law. Ms. Carlson is licensed to practice law in Iowa, Illinois, Missouri, Kansas, the U.S. District Court Central District of Illinois, and the U.S. District Court, Southern and Northern Districts of Iowa. She is a member of the Scott County (Lawyer Referral Service), Iowa (Labor & Employment Law Section Council 2010-2013 and Find-A-Lawyer), Illinois, Missouri, Kansas, and American Bar Associations. Her memberships also include The Iowa Defense Counsel Association, The Women's Connection, the Iowa Organization of Women Attorneys, the National Employment Lawyers Association/Illinois, and the IllinoisLawyerFinder.com. Ms. Carlson earned her B.A., *cum laude*, at Augustana College and her J.D., *cum laude*, at Saint Louis University School of Law.

G. WYLIE PILLERS III, a shareholder and managing partner of Pillers and Richmond with offices in DeWitt and Clinton, practices in the areas of corporate and business law, collective bargaining and negotiations, estate planning and probate, health care law, and real estate. Mr. Pillers served as the Assistant Clinton County Attorney for three years before becoming the Clinton County Attorney, a position he held for seventeen years. Mr. Pillers has several reported cases. Mr. Pillers is a member of the Clinton County and the Iowa State Bar Associations, and he is admitted to practice in the Iowa Supreme Court, the United States Circuit Court of Appeals, the U.S. District Court – Southern District of Iowa, the National Labor Relations Board, the Size Appeal Board (SBA), the Internal Revenue Service, and the Iowa Public Employment Relations Board. Mr. Pillers earned his B.A. at Valparaiso University and his J.D. at Valparaiso University School of Law.

DAVID M. PILLERS, a shareholder in Pillers and Richmond in DeWitt and Clinton, devotes a significant amount of his practice to civil litigation, including labor and employment. Mr. Pillers represents labor and management in negotiation of collective bargaining agreements throughout the state of Iowa. He also represents businesses and corporation throughout eastern Iowa and western Illinois. Mr. Pillers is a member of the Clinton County Bar Association, the Iowa State Bar Association, the Illinois State Bar Association, the Iowa Association of Justice, the American Association of Justice, the Illinois Trial Lawyers Association, and the American Bar Association. He is licensed to practice in the states of Iowa and Illinois as well as the U.S. District Court Southern District of Iowa, the U.S. District Court Northern District of Illinois, and the U.S. Court of Appeals, 8th Circuit. He has several reported cases. Mr. Pillers earned his B.A. at Valparaiso University and his J.D. at Valparaiso University School of Law.

EMPLOYMENT LAW BEYOND THE BASICS

DATE: Wednesday, December 14, 2011

REGISTRATION: 8:00 a.m.

PRESENTATIONS: 8:30 a.m. - 4:30 p.m.

LUNCH: (on your own) 12:15 - 1:15 p.m.

LOCATION:

Hotel Blackhawk

200 East Third Street

Davenport, IA 52801

CONTINUING EDUCATION CREDIT

Please remember to bring your license number, ID or other necessary information to the seminar to ensure proper reporting of continuing education credit.

IA CLE This seminar is an accredited program that has been **approved** under the regulations of the **Iowa Supreme Court Commission on CLE** to provide a maximum of **6.75 hours** of regular credit, toward the MCLE requirements under the Iowa Rule.

IL CLE Individual attorneys may apply to the **Illinois MCLE Board** for accreditation in the amount of **6.5 hours**. This course satisfies the regulations of Rule 795(c)(5).

WI CLE This seminar has been **approved** by the **Wisconsin Board of Bar Examiners** for **8.0 general hours** of continuing legal education credit.

This seminar has been **approved** for **6.75 general recertification credit hours** toward the **PHR, SPHR, and GPHR** recertification through the **HR Certification Institute**. For more information about certification or recertification, please visit www.hrci.org.

Sterling Education Services is registered with the **National Association of State Boards of Accountancy (NASBA)** as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN, 37219-2417. Web site: www.nasba.org. CPE Credit: Maximum Credit Hours: **8.0** each session (based on a 50 minute credit hour). Field of Study: **Business Law**. Prerequisite: None. Level of Knowledge: **Basic**. Delivery Method: Group-Live. Advance Preparation: None. No CPE credit will be granted for home study with the purchase of the seminar audio recording. SES is only approved for "Group/Live" programs.

Other continuing education credit may be available. Please [contact Sterling](#) to inquire.

Walk-ins: Payment is required at the door. Please call ahead to confirm the schedule.

Cancellations: Substitutions or transfers to a future Sterling seminar are welcome anytime up to the day of the seminar. If you cancel at least three business days before the seminar you may 1) transfer your registration to another seminar, 2) receive a full refund minus a \$25.00 service charge, or 3) receive an audio and manual set of the seminar.

Please note: If you do not attend and do not cancel as described above you are not entitled to a refund.

Employment Law Beyond the Basics

Register today for seminar #11IA12293

Mail: Sterling Education Services

P.O. Box 3127

Eau Claire, WI 54702-3127

Web: www.sterlingeducation.com

Phone: 715-855-0498

Fax: 715-835-5132

Call us about discount opportunities for large groups, NPOs, new practitioners and others!

Davenport - December 14, 2011

Registration Fee (includes manual):

- \$309 per person
- \$299 per person for 2 or more
- \$279 per person **if paid November 2nd**
- \$127 audio **with registration, a \$100 savings!**

Check Enclosed (payable to Sterling Education Services, Inc.)

VISA MC AMEX DISC

Card #: _____ Exp. Date: _____

Name on Card: _____ CCV: _____

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____

Type of Business: _____ Primary Practice Area: _____

Firm/Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: (____) _____ Fax: (____) _____

ELUBp

*Pricing listed includes \$6 shipping and handling. Please allow two to six weeks for delivery.

¹By providing this information you are agreeing to be added to in-house distribution lists.

WHO SHOULD ATTEND

- Attorneys:
 - Employment & Labor
 - Immigration
 - Employee Benefits
 - General Practice
 - New Attorneys
 - Health Care
- Human Resource Professionals
- Business Owners
- Managers
- Supervisors
- CIS Managers
- Payroll Professionals
- Health Care Insurers

SEMINAR AGENDA

- I. **FLSA/Wage & Hour Crackdown**
 - A. Classification issues
 1. Exempt vs. non-exempt employees
 2. Independent contractor vs. employee
 - B. Pitfalls in employers' use of independent contractors, contingent workforce, e.g., staffing agency employees, to avoid payroll taxes
 - C. On the clock or off the clock, e.g., meal breaks, pre and post shift activity
 - D. Rise of collective/class action lawsuits
 - E. E-Verify, I-9 forms
- II. **Advanced FMLA and ADA Issues: What does the law really say?**
 - A. FMLA, ADA updates and EEOC guidelines
 1. Expansion of what can be considered a "disability"
 2. What constitutes accommodation — according to the EEOC
 3. Shift in prohibited action cases
 4. How new ADA rules impact HR and benefits
 5. Effect on FMLA and other leave policies
 - B. Overlap of FMLA and ADA
 - C. Discrimination
- III. **Privacy and Social Media in the Workplace**
 - A. Balancing an employer's right to know vs. employee privacy
 - B. Wireless devices and employee and employer privacy violations
 - C. Monitoring and creating policies regarding Internet, email, texting, and other electronic communications
 - D. Use of social networking sites in the employment context: risks, best practices, and policies
 - E. Off the job behavior, e.g., blogging and dating
 - F. Case law studies
- IV. **Sexual, Racial, and Other Harassment and Discrimination**
 - A. Recent legislation and court cases
 - B. Domestic partnership issues
 - C. Harassment vs. discrimination
 - D. Is it *quid pro quo*, harassment, or just obnoxious behavior?
 - E. What constitutes a hostile workplace environment?
 - F. Employer liability principles as they affect management of complaints
 - G. Liability for claims of harassment by third parties
- V. **Termination Best Practices**
 - A. Legal considerations, e.g., WARN Act, OWBPA
 - B. Structuring severance/separation packages; COBRA
 - C. RIF, layoffs, early retirement, performance
 - D. Termination of the "difficult" employee: strategies for avoiding claims
- VI. **Health Care Legislative Update**
Planning for changes: 2012, 2013, 2014, and beyond

Sterling Education Services may alter the agenda due to circumstances beyond our control.