



**LONE STAR COLLEGE SYSTEM**  
**SMALL BUSINESS**  
**DEVELOPMENT CENTER**

# HR Top Gun

An employment law and workforce compliance seminar.

**CEU Application Pending**



**May 22, 2013**

**8 a.m. – 3:30 p.m.**

This employment law and workforce compliance seminar, designed for business owners and their managers and HR professionals, will cover hot-button HR topics that affect business owners – from hiring and firing to compensation and benefits, and everything in between!

Hear about how to handle employment litigation and investigations by the U.S. Equal Employment Opportunity Commission and Department of Labor – including where the agencies are focusing their attention!

## **Who should attend?**

This employment law and workforce compliance seminar is intended for business owners and managers and their HR professionals.

## **Location:**

Lone Star College-North Harris, Academic Building, Room ACAD-126  
2700 W.W. Thorne Drive, Houston, TX 77073-3499

**Only \$49 to attend**

(with lunch included)

## **Presented by:**



**LONE STAR COLLEGE SYSTEM**  
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## **AVOIDING THE DANGER ZONE**

### **HR Defensive Maneuvers.**

Top gun rules for your organization. This session will focus on key protective measures in HR, including best policies and practices for handling hiring, discipline and terminations, post-termination issues, and compliance with the Americans With Disabilities Act and the Family Medical Leave Act.

### **Overtime—Are You On Missile Lock?**

The most boring, but potentially most dangerous of the employment laws. This session will go beyond the numbers and include in-depth discussion of coverage under the federal overtime statute (the Fair Labor Standards Act), proper classification of independent contractors, common myths that often snag employers, exemptions to overtime requirements, liability for unlawful pay practices, and the Department of Labor—the agency responsible for investigating complaints of wage violations.

### **Lunch Presentation: How To Avoid A “Combat Mission” With The EEOC.**

In its newly published Strategic Enforcement Plan, the Commission clearly states that through systemic enforcement and outreach it will focus on eliminating barriers in recruitment and hiring, protecting immigrant workers, enforcing equal pay laws, and preventing harassment. EEOC Outreach Manager, Joe Bontke, will explain during this luncheon presentation what this means for employers and discuss some of the effects of the social media boom.

### **The Maverick NLRB.**

Contrary to popular belief, the National Labor Relations Board (“NLRB”) regulates both union and non-union employers. While it has traditionally focused on union-related activities, it is now broadly expanding its reach into all aspects of the employment relationship. Covered topics will include a basic overview of the NLRB’s statutory authority, what constitutes employee protected activity, social media in the workplace and new limits placed on company investigations and at-will employment policies.

### **Obamacare—Don’t Get Caught In The Jet Wash.**

The election is over and many employers will be required to offer insurance to their employees beginning Jan. 1, 2014. This session will discuss the key elements of the Affordable Care Act, what requirements may apply to your company, who is covered by the Act, and what steps your business can take to ensure compliance with new regulations. With rapid-fire changes coming from the government, insurance companies and health care providers, you don’t want to crash and burn.

**To register or for more information:**

go to **sdbc.LoneStar.edu** or call **832.813.6674**.

