



LeadingAge[™]
Ohio

HUMAN RESOURCES CONFERENCE

October 26, 2016

LeadingAge Ohio
Columbus

Sponsored by

comp**management**
health systems

Agenda

8:30 a.m. Registration Opens

9 – 11:45 a.m.

Employment Law Update

Dan Burke, Lee Geiger

This popular session will highlight current trends and areas of interest within the Equal Employment Opportunity Commission (EEOC) as well as areas of significant litigation related to the FMLA, ADA and religious discrimination.

Our opening session includes a fifteen-minute break.

11:45 a.m. – 12:30 p.m. Networking Lunch

12:30 – 1:45 p.m.

Best Practice Discussion Groups

Participate in three of the four discussion groups listed below selected by our Human Resources Subcommittee. Learn from facilitated discussion and share your best practices with your peers.

- Recruitment through social media
- Generational diversity
- Retention: How to drive engagement
- Review and revision of your employee-related policies

1:45 – 2 p.m. Break

2 – 4 p.m.

Fair Labor Standards Act—That's the Law: Overcoming the Overtime Blues

Barbara Barrett

Earlier this year **U.S. Department of Labor ("DOL")** raised the minimum salary threshold required to qualify for exemption from the **Fair Labor Standards Act's ("FLSA")** minimum wage and overtime requirements. The rule increases the current minimum salary requirement for the executive, administrative, professional, and computer employee exemptions from \$455 per week (\$23,660 per year) to \$913 per week (\$47,476 per year). The proposed rule also seeks to increase the threshold for exemption as a "highly compensated employee" ("HCE") from \$100,000 to \$134,000. The duties test will not change. However, many employees will be rolled over to overtime eligible (nonexempt) due to the salary increase. Also many employers are reviewing classifications of positions and realizing that they are not exempt NOW and WILL not be going forward. This has a HUGE impact on organizations on who will now become over-time eligible. Learn more about the changes and the potential impact on the culture and morale for an organization.

4 – 4:15 p.m. Q & A, Evaluation

Program Information

Have you incorporated the latest employment law updates concerning the FMLA into your organizational policies? Are you challenged by recruitment as well as retention issues? LeadingAge Ohio is pleased to bring you this all-new conference on priority topics for human resources professionals and staff to boost your career and protect your organization. Thanks to the Human Resources Subcommittee, a group of professionals from across Ohio, whose intent is to promote best practices, education, networking and idea sharing on all aspects of human resources.

Intended Audience

Corporate Staff, Executive Directors, Administrators, Human Resources Professionals and Staff, Department Directors

Speakers

Barbara Barrett, CEO, Labor and Wage Solutions

Dan Burke, Attorney, Graydon Head

Lee Geiger, Attorney, Graydon Head

Continuing Education

LeadingAge Ohio is an approved provider of continuing education credit through BELTSS LAO44-P-16. Please note: As stated in the Ohio Administrative Code 4723-9-05, education that has been approved by a board or an agency that regulates a health care profession in Ohio or another jurisdiction is an acceptable option to meet nursing continuing education requirements. Core of Knowledge topic areas: General Administration.

Criteria for successful completion and receipt of 6.0 clock hours includes attendance at entire event.

The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



The ID number of the pre-approved activity is to be exclusively communicated only to individuals who have attended the program and not on general promotion material. It is required that the activity ID be included as a part of on-site materials or certificates of completion. The activity ID may not be communicated after the event has ended without verification of attendance.

Please contact Beth Griebel (bgriebel@leadingageohio.org) with questions regarding HR (General) recertification credit hours.

Location

LeadingAge Ohio

2233 North Bank Drive
Columbus, OH 43220

Questions

Write us at info@leadingageohio.org or call us at (614) 444-2882.

Registration Form Human Resources Conference

October 26, 2016
LeadingAge Ohio, Columbus

Organization _____

Address _____

City State Zip _____

Phone _____ Fax _____

Registrants (Please print or type clearly; this is how your name badge will read.)

1. _____
Name* Title*

_____ Email*

2. _____
Name* Title*

_____ Email*

3. _____
Name* Title*

_____ Email*

Questions/situations I would like the speakers to consider addressing:

Please make copies of this form for additional registrants.

*required

Fees	Member	Nonmember
Fees through October 12	\$105	\$175
Fees after October 12	\$135	\$205
<i>Fees include all workshop materials, lunch, breaks, and continuing education hours and certificates.</i>		

Total Payment Enclosed: \$ _____

Your registration will be made upon receipt of this form and payment.
All registrants will receive a confirmation letter. If you do not receive a confirmation, please do not assume that you are registered.

Substitution and Cancellation Policy: Substitutions, in writing, are welcome at no additional cost. Cancellations received by two calendar weeks prior to event date will be fully refunded. Cancellations received between 7 and 13 days prior to the event date will be refunded minus a \$40 processing fee. No refunds will be issued 6 or fewer days prior to the event date.

FOR LEADINGAGE OHIO USE ONLY:

Check No. _____ Date Rec'd _____

Check Amt. _____ Check Date _____



Online registration is required
when paying by credit card.
Visit www.LeadinAgeOhio.org



Click on Education and Events; select date and event,
click link to register.



Mail registration and payment to:
LeadingAge Ohio
2233 North Bank Drive
Columbus, OH 43220

To pay by check or money order,
please make payable to:
LeadingAge Ohio

Questions? Write us at info@LeadingAgeOhio.org or call us at (614) 444-2882.



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