



Pennsylvania Labor & Employment Seminar

Press Releases

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Date: March 25, 2011

Time: 8:00 am -11:45 am

Location: Bensalem Country Club

Cost: Free

HRCI Credits - 2.75 credits (General)

Pennsylvania CLE - 2.5 credits

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TOPICS:

Legal Update: Case Decisions, Regulations and Legislation

Peter L. Frattarelli, Esquire

Every year, courts and administrative bodies issue influential and often far-reaching decisions in the field of labor and employment law. This past year has been no exception. This presentation will highlight the key case decisions from Pennsylvania and federal courts, as well as offer updates on new federal and state laws and regulations, including new laws from the Obama Administration, that will impact your business.

Employee Handbooks "102"

Patrick J. Doran, Esquire

Most employers know Employee Handbooks "101" – why handbooks are important and what essential policies should be included in them. But, many employers do not recognize the traps within, or the more subtle benefits of, their handbooks. This presentation will go beyond the obvious and explore some of the common mistakes in handbooks, as well as specific policies that should be added to help your business.

Understanding the Implications of the Pennsylvania Heart & Lung Act

Neil A. Morris, Esquire

This presentation will help police and municipal administrators understand the implications of the Pennsylvania Heart & Lung Act, which calls for police and firefighters to receive full pay and benefits while on disability from on-duty injuries. Because of the Heart & Lung Act's interplay with the Pennsylvania Workers Compensation Act, how a government agency handles a claim can determine whether the agency is on the hook for the entire cost or just the portion not covered by workers compensation insurance.

Malingering Employees and Leaves of Absence

Richard R. Morris, Esquire

Perhaps the most difficult challenge employers face is how to deal with employees on medical leaves of absence, and especially lengthy or intermittent family or medical leaves, where the employer legitimately suspects some malingering, or worse, an abuse of an employee-friendly system. This presentation will explain the "do's and don'ts" for questioning suspicious absences, and also identify what tools employers have at their disposal to combat malingering behavior.

Independent Contractors: Get it Right or Pay the Price!

Susan S. Hodges, Esquire

Many employers in a struggling economy have turned to independent contractors and temporary employees to save costs and benefits. But, this has become one of the hottest areas of government enforcement of wage-and-hour laws in 2011, as audits routinely target employers who improperly classify these persons as non-employees. This presentation will summarize the numerous conflicting and confusing tests as to "Who is an employee?" and provide clear guidance as to whether these non-employees are, in reality, your employees.

Related People



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Related Services

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