



Laredo Association for Human Resource Management



Human Resources Update: Voyage into the Unknown

Seminar Topics

Date: October 12, 2011

Time: 8:00 am–5:00 pm

Morning Session

- 8:00 am – 8:30 am Registration and Continental Breakfast
- 8:30 am – 9:30 am The Big Chill: Immigration and Customs Enforcement (“ICE”) Workplace Enforcement Agenda
Presenter: Lisa Rios
- 9:30 am – 10:15 am Biggest Hits: Top10 Benefit Plan Issues of 2011
Presenter: Joshua Sutin
- 10:15 am – 10:30 am Break
- 10:30 am – 11:30 am How Annoying: Update on Harassment and Retaliation
Presenter: Ray Bissmeyer
- 11:30 am – 12:15 pm Don’t Feel So Well – Current State of ADA and GINA
Presenter: Mike Lennane
- 12:30 pm – 1:30 pm Lunch

Embassy Suites Hotel

110 Calle Del Norte

Laredo, TX 78041

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Afternoon Session

- 1:30 pm – 2:30 pm Seen it Before: Top 10 Issues in Employee Investigations
Presenter: Cyndi Mergele
- 2:30 pm – 2:45 pm Break
- 2:45 pm – 4:30 pm 2011 Perspective: Entertaining and Enlightening Employment Cases of this Year
Presenter: Dan Stern
- 4:30 pm Closing Remarks



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Registration Deadline is October 7, 2011

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Laredo Association for Human Resource Management Annual Seminar

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The Big Chill – Immigration and Customs Enforcement (“ICE”) Workplace Enforcement Agenda - There has been a tremendous amount of recent activity by Homeland Security and particularly Immigration and Customs Enforcement that has a dramatic impact on employers. Proper completion of I-9s and review of related documents are key to compliance in this area. Additionally, employers have other obligations which will be reviewed during this session.

Biggest Hits – Top 10 Benefit Plan Issues of 2011 - Employee benefits have been one of the hottest topics in the last two years. Healthcare reform, along with HIPAA updates, now require a heightened and significantly more focused effort in these areas. This session will cover the most common and important issues in this area.

How Annoying – Update on Harassment and Retaliation - Harassment and retaliation are two of the most common claims made in the employment legal area. As such, it is critical that all HR professionals maintain up-to-date knowledge on these topics. This session is designed to assist in that regard.

Don’t Feel So Well – Current State of ADA and GINA - Of course, new legislation is an issue of which all Human Resources professionals must be aware. In particular, the Americans with Disabilities Act Amendments and the Genetic Information Non-Discrimination Act have dramatic effects in the workplace. This session is designed to provide assistance in that area.

Seen it Before – Top 10 Issues in Employee Investigations - Employee investigations is an ongoing responsibility for anyone with Human Resources duties. This session will review those particular topics which seem to reoccur the most often. Participants are strongly encouraged to ask questions and bring scenarios for discussion.

2011 Perspective – Entertaining and Enlightening Employment Cases of this Year - We can all learn from other’s situations. This session is designed to review the most informative cases from the past year. It will cover cases arising under the Family Medical Leave Act, Fair Labor Standards Act, Title VII and many other employment related statutes. Again, questions and participant involvement is highly encouraged.