

2009

# Employment Practices Conference

2009

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NOV. 11, 2009 • UNIVERSAL CITY & WEBCAST

As the professional who oversees your business' HR function, you need to be current in every aspect of employment law. State and federal laws change annually and offer more protection for the employee than ever before, especially in California. This conference is designed by CPAs, attorneys and HR administrators to bring you up-to-date on the issues that affect your workplace. From wage and hour issues and managing employees in an electronic workplace, to keeping great employees, our experts deliver what you need to prevent common employer mistakes. **Lunch is provided for all attendees.**

### HIGHLIGHTS

- Legal update
- Nuts & bolts: 10 common mistakes
- Workforce reduction and alternatives
- From e-mail to Twitter: Managing in an electronic workplace
- The AWOL employee
- Wage and hour update
- Plaintiffs' and defense lawyers' perspectives case studies

### DESIGNED FOR

CPAs, controllers, office managers, human resource generalists and other professional staff responsible for the HR function, as well as CPAs and attorneys who want to be knowledgeable about employment law when their clients discuss personnel issues with them.

### OBJECTIVES

- Explore the latest updates on employment law and learn how they affect your business.

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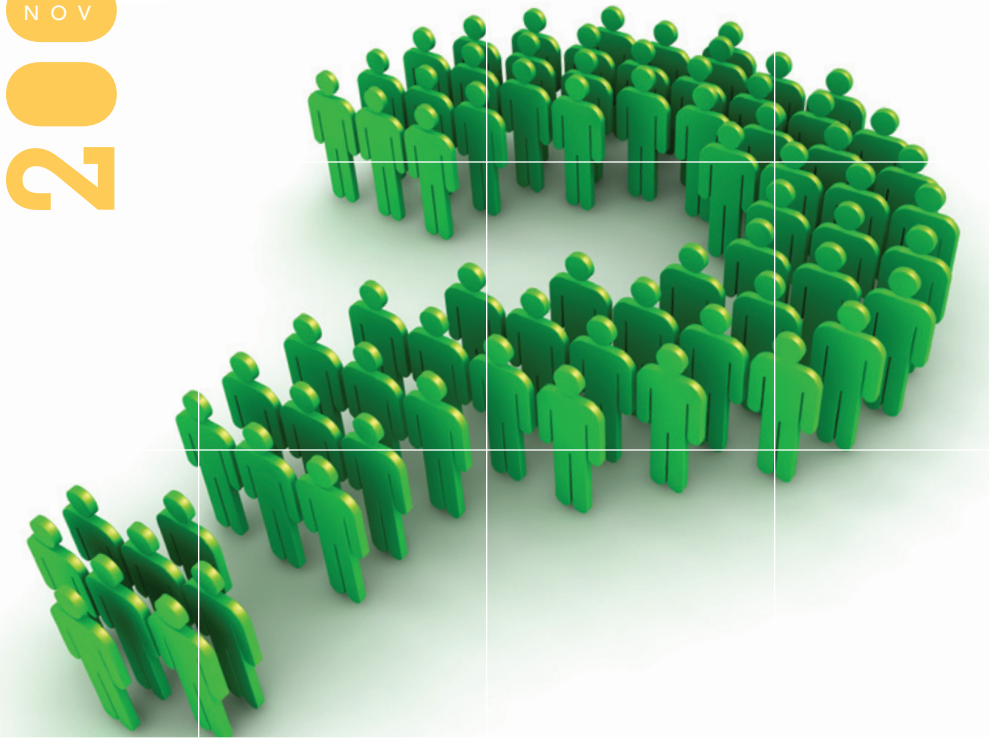
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California CPA Education Foundation  
P.O. Box 45066  
San Francisco, CA 94145-0066

PHONE (800) 922-5272 FAX (650) 802-6214

WEB [www.educationfoundation.org](http://www.educationfoundation.org)

## CREDIT INFORMATION

CPE: 8.0 Hours

MCLE: 6.5 Hours

Level: Update  
Prerequisites: None

**8:30 AM****WELCOME AND INTRODUCTIONS**

**Mark E. Terman, Esq.**  
*Conference Chair*  
*Reish & Reicher*  
*Los Angeles*

**8:35 AM****LEGAL UPDATE**

- Federal laws application in California
- New California laws
- Trends and developments
- The Obama effect

**Karina B. Sterman, Esq.**  
*Ervin Cohen & Jessup LLP*  
*Beverly Hills*

**9:25 AM****NUTS & BOLTS: 10 COMMON MISTAKES**

- Updating policies
- Performance evaluations
- Communication and documentation
- Confidentiality agreements
- Arbitration agreements
- Non-compete agreements
- EDD claims—what employees are entitled to

**Deborah F. Birndorf, Esq., MBA**  
*Birndorf Law Offices*  
*Los Angeles*

**10:25 AM – Break****10:35 AM****WORKFORCE REDUCTION AND ALTERNATIVES**

- Business planning  
—*Recruiting*  
—*Downsizing*
- Legal planning
- Implementation
- Communications
- Morale issues
- Separation agreements

**Mark E. Terman, Esq.**  
*Reish & Reicher*  
*Los Angeles*

**11:35 AM – Lunch (provided)****12:35 PM****FROM E-MAIL TO TWITTER: MANAGING IN AN ELECTRONIC WORKPLACE**

- Social media
- Information security and employee privacy
- Surveillance and monitoring
- E-mail use and abuse
- Best practices from hire to fire

**Eric Swenson**  
*RSJ/Swenson LLC*  
*Encino*

**1:35 PM****THE AWOL EMPLOYEE**

- Common mistakes in administering leaves of absence
- Handling employees who “milk” the system
- Disability leaves and reasonable accommodation
- Workers’ compensation leaves
- Family/medical leaves

**Linda Harris**  
*JorgensenHR*  
*Valencia*

**Frank E. Melton, Esq.**  
*Rutter Hobbs & Davidoff Incorporated*  
*Los Angeles*

**2:35 PM – Break****2:45 PM****WAGE AND HOUR UPDATE**

- Exempt vs. non-exempt
- Independent contractor vs. employee
- Alternative work weeks
- Comp time vs. make up time
- Meal and rest periods

**Richard Rosenberg, Esq.**  
*Ballard Rosenberg Golper & Savitt, LLP*  
*Universal City*

**3:35 PM****PLAINTIFFS’ AND DEFENSE LAWYERS’ PERSPECTIVES CASE STUDIES**

- Disability discrimination
- Social networking
- Reduction in workforce (RIF)

**Michael A. Futterman, Esq.**  
*Futterman Dupree Dodd Croley Maier LLP*  
*San Francisco*

**Jeffrey K. Winikow, Esq.**  
*Law Offices of Jeffrey K. Winikow*  
*Los Angeles*

**4:30 PM – Adjourn**

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REGISTRATION  
INFORMATION

All registrations are taken on a first-come, first-served basis. The California CPA Education Foundation reserves the right to refuse admission to any individual whose behavior it deems inappropriate.

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For VP members and coupon users, a \$125 cancellation fee will be charged for all cancellations made less than three business days prior to the event. All VP no-shows will have 8 hours of VP credit deducted for each day of instruction missed. Coupon no-shows must surrender the coupon used to register. For registration policies, please go to [www.educationfoundation.org/policies](http://www.educationfoundation.org/policies)

**Note:** Topics and speakers are subject to change. For up-to-date information, please go to [www.educationfoundation.org](http://www.educationfoundation.org)



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