

Hawaii's most well-attended and comprehensive employment law seminar

22nd Annual

2015 HAWAII Employment Law Seminar

Presented by

Torkildson
Katz
Moore
Hetherington &
Harris
Attorneys At Law
A Law Corporation

REGISTER TODAY! 2015 Hawaii Employment Law Seminar | Wednesday, Aug. 5, 2015 | 7:15 am – 5:30 pm

Name _____ Email: _____

Name _____ Email: _____

Name _____ Email: _____

(For multiple registrations from same employer, please list the names and email address of each employee.)

Company _____

Address/City/Zip _____

Phone _____ Fax _____

Registration Fees for Chamber/SHRM member

Early Bird registration by 7/24/15 Number of attendees _____ x \$425 per person = Total: \$ _____

Registration after 7/24/15 Number of attendees _____ x \$465 per person = Total: \$ _____

Registration Fees for all others

Early Bird registration by 7/24/15 Number of attendees _____ x \$485 per person = Total: \$ _____

Registration after 7/24/15 Number of attendees _____ x \$525 per person = Total: \$ _____

Exhibit Table (Available to Chamber members only)

_____ Expo Table: \$350 (Includes 2 luncheon seats) Total: \$ _____

_____ Exhibitor Discount: \$290 for access to seminar (Includes Desk Manual & online access) = Total: \$ _____

Payment Total: \$ _____

Payment: Please mail completed form with check payable to "Chamber of Commerce Hawaii" to the address listed below.

Or pay by credit card by completing online registration form at cochawaii.org.

FINAL REGISTRATION DEADLINE IS JULY 31, 2015

Mail this form to: Events
Chamber of Commerce Hawaii
1132 Bishop Street, Suite 2105
Honolulu, Hawaii 96813

Fax this form to: (808) 545-4369
Call: (808) 380-2611 for inquiries
Advanced payment required to confirm attendance
NO cancellations or refunds after July 24, 2015

2015 Hawaii Employment Law Seminar

The most cost-effective employment law seminar for Hawaii businesses



Plenary Session

7:15 am – 8:00 am: Registration, Continental Breakfast, Exhibits, Networking

8:00 am – 8:15 am: Welcome, Introduction and Overview
John L. Knorek

8:15 am – 9:15 am: Avoiding Costly Discrimination Claims
Courts continue to refine the protections offered to employees based on their protected categories. Hear about the new Hawaii and Federal Court decisions placing additional burdens on employers, as well as receive practical guidance from case law for preventing and correcting discrimination and harassment in the workplace.
Jeffrey S. Harris, Joseph A. Ernst and Christine Belcaid

9:15 am – 9:30 am: Break, Exhibits & Networking

9:30 am – 10:30 am: Legal Issues Terminating “At-Will” Employees
Wrongful discharge, whistleblower and retaliation claims are only a few of the areas of liability even with “at-will” employee. Common law claims are also being raised more frequently to add exposure to your terminations. Develop an understanding of the traps for the unwary and how to avoid them.
John L. Knorek, John S. Mackey, Kendra K. Kawai and Jennifer L. Gitter

10:30 am – 10:45 am: Break, Exhibits & Networking

10:45 am – 11:45 am: Avoiding Discovery Disasters: Preserving Key Evidence in Employment Claims
Learn the practical steps that employers should take to preserve documents and electronic data when facing potential litigation. Learn when and how to take the necessary steps to avoid sanctions.
Brian W. Tilker, Austin F. McCullough and Adam D. Wentz

11:45 am – 1:00 pm: Lunch and Networking
Keynote presenter to be announced.

Breakout Sessions

1:00 pm – 2:00 pm: Breakout Session A

- A1 **Wage & Hour Update: Wage Theft and AAP Changes**
Learn what you need to do to comply with classification of employees and overtime obligations, the exemptions and traps for the unwary. Hear about the OFCCP’s new rules on VEVVRA and disability requirements for federal contractors.
John L. Knorek, Kendra K. Kawai and Christine Belcaid
- A2 **Immigration: Dream or Nightmare?**
Hear about new topics confronting employers in immigration employment authorization documentation. Learn practical steps for helping your company avoid liability and handle federal ICE audits.
Newton J. Chu and Vaughn G.T. Cook

- A3 **Terminations: Practical Tips & Settlement Agreements**
Negotiation of severance packages and settlements.
Jeffrey S. Harris, Joseph A. Ernst and John S. Mackey

2:00 pm – 2:15 pm: Break, Exhibits & Networking

2:15 pm – 3:15 pm: Breakout Session B

- B1 **Employee Leaves of Absences Under FMLA & Disability**
This fun skill-building workshop session is designed to help you spot issues and respond to employee requests for accommodation.
John L. Knorek, Austin F. McCullough and Nathalie Pettit
- B2 **Lessons Learned from the Courts Since 2014**
Hear about court decisions addressing labor and employment law obligations under various laws and other timely employment-related litigation. Learn best practices for avoiding these costly claims.
Jeffrey S. Harris, Adam D. Wentz and Jennifer L. Gitter
- B3 **What You Need to Know About Internal Investigations**
Companies can save time and money by conducting internal investigations that are prompt, appropriate and effective. Learn best practices using a hypothetical fact pattern and what not to do through a discussion of recent case law.
John S. Mackey, Joseph A. Ernst and Lincoln S. Ashida

3:15 pm – 3:30 pm: Break, Exhibits & Networking

3:30 pm – 4:30 pm: Breakout Session C

- C1 **The ACA and Obamacare: What Employers Need to Know**
Applicable large employers will be required to begin reporting participation in their group health plans in 2016. Learn how to determine whether the reporting requirements apply to you, and, if so, what to file and when.
Laura D. Anderson, Vaughn G.T. Cook and Jennifer L.Z. Ontai
- C2 **Ambush Elections and NLRB Guidance**
The NLRB has been very busy in the past year, especially focusing on the union election process and work rules. The NLRB’s new “ambush election” rule, which became effective April 14, 2015, is expected to help union organizers win more certification elections. The Board has also issued a plethora of decisions concerning work rules. Learn about all of the significant changes and how they will impact your workplace.
Jeffery S. Harris and Christine Belcaid
- C3 **Employee Leaves of Absences Under FMLA & Disability (same as B1)**
This fun skill-building workshop session designed to help you spot issues and respond to employee requests for accommodation.
John L. Knorek, Austin F. McCullough and Nathalie Pettit

4:30 – 5:30 Reception, Exhibits & Networking