



## 2017 Supervisor Training/Labor Law Seminar

Sponsored by Northeast Michigan Human Resources Association  
and the Alpena Chamber of Commerce



### With guest presenter: Elizabeth L. Peters from Masud Labor Law Group

For the past 30 years, Liz has been an accomplished labor and employment law attorney serving in numerous positions with U.S. Steel including, in-house Labor and Employment Counsel, Arbitration and Negotiations Staff Attorney, and as an Employee Relations Manager at several U.S. Steel plants, until ultimately becoming a partner with the Masud Labor Law Group in Saginaw, Michigan for the past fifteen years. Prior to law school, Liz was a teacher and heavily involved as a Michigan Education Association and National Education Association representative at the local, county, regional, state, and national levels, including serving as president of the local teachers' association. Liz is a published author on labor and employment law matters and is in demand for her seminars and presentations on various labor and employment topics. Liz provides employer defense in all areas of labor and employment law, including but not limited to, employee management, supervisor training, negotiations, union avoidance, employer policies, unemployment, partnership strategies, and many other topics.

NEMHRA is the Northeast Michigan Human Resources Association, a business association for Human Resources professionals, including business managers with HR responsibilities. We are an affiliate of SHRM, the Society of Human Resources Management. Learn more at <http://nemhra.shrm.org/>

**Wednesday, March 29, 2017** at the Alpena Events Complex (APLEX), 701 Woodward Avenue, Alpena, MI 49707

### Seminar topics:

(HRCI/SHRM Pre-approval credit pending)

#### **Session 1: Supervisor Training** Check in & Breakfast 7:00am-8:00am, Program 8:00am-12:00pm

##### **Diversity and Civility Training For Managers, Supervisors, and HR Staff:**

Managers and supervisors can find themselves in hot water for what they say and how they say it. Because of this, the EEOC strongly recommends diversity and civility training for management employees as a part of a company's EEO policy. With discrimination and retaliation claims consistently at the forefront of employment litigation, this session will serve as a "strong reminder" for all managers and supervisors to respect diversity and act with civility in the workplace.

##### **Employee Evaluations, a Sword or a Shield?**

Plaintiffs' attorneys often use employee evaluations in court against employers, especially when employers fail to train their managers and supervisors on how to effectively evaluate the employees that work for them. This presentation will walk managers and supervisors through the essentials of a meaningful performance evaluation to avoid the pitfalls of bias and ensure employee success.

#### **Session 2: Labor Law** Check-in & Lunch 11:30am-1:00pm, Program 1:00pm-5:00pm

##### **Labor and Employment Legislation and Case Law Update (There's a New Sheriff in Town!)**

This presentation is an HR favorite. Liz will review Michigan and federal labor and employment proposed and enacted laws and regulations from this past year, including the new Executive Orders and Trump Administration expected changes. Liz will also cover this past year's significant labor and employment cases that every HR Manager and staff will need to know to maneuver their way through the complex legal requirements they face when dealing with employee issues. This presentation is an annual "must attend!" Attendees will receive an extensive 60 page outline.

##### **The New Form I-9 –How to Avoid the High Cost of Technical and Substantive Violations**

The U.S. Citizenship and Immigration Services (USCIS) issued a new Form I-9 for employment eligibility verification on November 14, 2016. As of January 22, 2017 all employers are required to use this new form. With the Trump Administration's focus on enforcing existing immigration laws, employers are at greater risk of I-9 audits and potential monetary penalties for violations. This presentation will explain the new Form I-9, how to perform a self-audit, and discuss some of the "best employer tips" for escaping liability when ICE (Immigrations and Customs Enforcement) knocks on your company's door.



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## Registration Form

Wednesday, March 29, 2017 at the Alpena Events Complex (APLEX), 701 Woodward Avenue, Alpena, MI 49707

**Pre-registration is required by March 24, 2017, seating will be limited**

**NEMHRA/Alpena Chamber members:** \$50.00 per person per session \*\*

**Non-member:** \$60.00 per person per session \*\*

**\*\*Register to attend both sessions and receive a \$20.00 discount!!**

(Full day cost - \$100.00 per person for non-member \$80.00 per person for members)

To register by phone: Call the Alpena Chamber of Commerce at 989-354-4181 or send this registration form with your payment to Alpena Area Chamber of Commerce, 235 Chisholm Street, Alpena, MI 49707.

First name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_

Organization Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ St: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_

I am a:  NEMHRA Member  Alpena Chamber of Commerce Member  Not a member

I would like to know more about becoming a member of:  NEMHRA  Alpena Chamber of Commerce  No thanks

I am registering for:  Session 1-Supervisor Training  Session 2-Labor Law Seminar  Both Sessions (\$20.00 Discount)

I will be eating lunch:  Yes  No

I have enclosed a check for \$ \_\_\_\_\_ Make check payable to NEMHRA

I would like to pay with the following credit card (Visa, MasterCard and Discover accepted)

Amount of Payment: \$ \_\_\_\_\_

Credit Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ Security Code: \_\_\_\_\_

Name as it appears on the card: \_\_\_\_\_

Credit Card Billing Address: \_\_\_\_\_ City: \_\_\_\_\_ St: \_\_\_\_\_ Zip: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_