

*The Northeast Michigan Human Resource Association presents*  
**Labor Law and Supervisor Seminars**  
**September 24 & 25, 2019**  
**APlex, 701 Woodward Ave., Alpena**



*Lou Rabaut* practices employment and labor law, representing both unionized and nonunionized employers. He frequently counsels employers on discipline and discharge decisions, employment policies, workplace safety, workplace violence and harassment issues. Former chair of the firm's Labor and Employment Group, Lou is a frequent speaker and teacher who provides in-house training sessions for client management teams.

*Karen VanderWerff* focuses her practice on employment and occupational health and safety law and specializes in assisting businesses that have experienced a catastrophic event. A former forensic scientist, Karen handles investigations into workplace catastrophes, fatalities, discrimination and harassment. She also counsels and represents employers on labor and policy matters, including state and federal health and safety compliance, EEOC complaints and employee misconduct. Karen is also the chair of the firm's Employment and Labor Practice Group.



*Jodi Schafer* is a certified Senior Professional in Human Resources and the owner of Human Resources Management Services. Jodi has a bachelor's degree in psychology and education from Kalamazoo College and over 20 years of experience in human resources management. She was recognized as one of the '10 Over the Next Ten' in the next generation of business leaders by the Lansing Regional Chamber of Commerce, and accepted the MSAE Association Choice award on behalf of HRM for the consulting services category. Jodi sits on several statewide committees focused on human resource policy and leadership development. She is a regular contributor to various industry publications and author of a ready-to-use HR system for small employers. Jodi conducts speaking engagements and training seminars on all aspects of human resources including employee relations, leadership skills, performance, on-boarding, recruitment and retention.

Questions? Contact Alex Wisniewski at [wisniewskia@nemcsa.org](mailto:wisniewskia@nemcsa.org). To register please return registration form to Alpena Area Chamber of Commerce at [info@alpenachamber.com](mailto:info@alpenachamber.com) or 235 West Chisholm Street, Alpena, MI 49707. Deadline to register is September 17.

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## Labor Law Seminar

September 24<sup>th</sup> – 8:00 a.m. – 3:00 p.m.

- ◆ General update on employment law (new laws, regulations and cases of interest)
- ◆ What does recreational marijuana mean for the Michigan employer?
- ◆ Discrimination, Harassment and Retaliation Issues
- ◆ How to conduct an effective investigation
- ◆ Medical leave issues (FMLA/ADA/PMLA)
- ◆ The new approach to harassment training – bystander and implicit bias training

Cost is \$75 for NEMHRA and/or Alpena Chamber members, \$100 for potential members. Lunch is included.

## Supervisor Training

September 25<sup>th</sup> - 9:00 a.m. – Noon OR 1:00 p.m. – 4:00 p.m. (choose morning or afternoon session)

- ◆ Identify the foundational attributes of good leaders
- ◆ Acquire coaching and employee development skills to positively influence change
- ◆ Develop techniques to help navigate difficult employee conversations and mitigate risk

Cost is \$40 for NEMHRA and/or Alpena Chamber members, \$60 for potential members. Snacks provided.

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

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

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

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

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

Labor Law Seminar  Supervisor Training (choose session)  morning  afternoon

Please make checks payable to Alpena Area Chamber of Commerce, or if you would like to use a credit card, please use form below.

Amount enclosed: \_\_\_\_\_

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