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REGISTER: Register online through our website at www.kaufCAN.com/events or call 757.624.3232.

LOCATION: The program will be held at the Hampton Roads Convention Center on August 2, 2023, and virtually on Thursday, October 26, 2023.

FEE: \$375 registration fee includes seminar materials, a certificate of completion, refreshments, continental breakfast, and a luncheon. We accept VISA, Mastercard, and Discover, or checks made payable to Kaufman & Canoles.

DEADLINE: The deadline to register is one week prior to the seminar date. A refund will be given for cancellations received one week prior to the seminar.



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39th ANNUAL
EMPLOYMENT LAW UPDATE

The Workplace Is Not a Sitcom

Effective HR Helps Keep It That Way

39th ANNUAL EMPLOYMENT LAW UPDATE

THE WORKPLACE IS NOT A SITCOM.



EFFECTIVE HR HELPS KEEP IT THAT WAY.

KAUFMAN & CANOLES
attorneys at law

August 2, 2023 - LIVE
Hampton Roads Convention Center
1610 Coliseum Drive
Hampton, VA 23666

October 26, 2023 - Virtual Edition

OVERVIEW

While watching Michael Scott exhibit dysfunctional management skills on “The Office” may be entertaining, HR professionals know that his antics would only lead to legal claims in the real world. Nonetheless, sitcom video clips should be both entertaining and instructive for attendees. As always, a goal of this year’s 39th Annual Employment Law Update is to avoid such risks in an ever-changing legal environment. To help HR professionals stay up to date on the most recent employment laws, key representatives from relevant agencies like the EEOC and the VEC will join K&C’s employment lawyers to let attendees know what they can and should do to stay out of court. **Attendees can also earn up to 6 credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) and 5 PPCs toward SHRM-CP or SHRM-SCP.**

PROGRAM SCHEDULE

9:00 - 9:20 Opening Session - Welcome Back, Kotter

Attendees will learn what to expect during the day and get a summary of their workshop choices.

MORNING SESSIONS

9:30 - 10:30 and 10:40 - 11:40

Employment Law 101 – Facts of Life

William M. Palmer
Randy C. Sparks

This workshop will provide essential baseline information on the most frequently encountered employment laws, including a number of new Virginia employment laws. Attendees will learn legal and practical ways for employers to avoid potential liability and are encouraged to bring their most challenging questions.

Protected Leave – Modern Family

Sharon Kerk Reyes
Neil S. Talegaonkar

This workshop will cover the interplay of federal and state leave and disability laws, including the ADA, FMLA, and the Virginia Human Rights Act. The new requirements of the Pregnant Workers Fairness Act and PUMP Act will also be addressed along with practical compliance tips.

Effective Interviewing & Hiring – New Girl

John M. Bredehoft
Laura Geringer Gross

Practical do’s and don’ts will be stressed with a focus on avoiding discrimination claims in the hiring process and reducing other risks like violence in the workplace and over-reliance on AI to make decisions. This session will also stress important documentation and communication strategies to be used during the interviewing process.

12:00 - 1:30 Lunch - The Current Cybersecurity Landscape

Attendees will enjoy lunch followed by an informative presentation on the latest cybersecurity tactics affecting employers by Jason Bilnoski, the Assistant Special Agent in charge of the Cyber Program for the local office of the FBI.



Discipline & Discharge – Growing Pains

Thomas M. Colcough, Director of Field Management Programs, EEOC
James H. Shoemaker, Partner, Patten, Wornom, Hatten & Diamonstein
Burt H. Whitt

Discipline and discharge decisions are workplace events that often result in legal claims. This session will feature advice on all aspects of discipline to include the termination process. Employer and employee advocates will be joined by the new National Director from the EEOC to help employers avoid legal headaches.

Unemployment Compensation – One Day at a Time

Susan Landis, Unemployment Insurance Director, VEC
William M. Palmer

This session will provide valuable insight and recommended practices for handling unemployment claims before the Virginia Employment Commission. Attendees will learn about new VEC reporting requirements and methods for dealing with this ever-increasing cost of doing business.

Dealing with Toxic Employees – Michael Scott, Watch Out!

Mauricio Velasquez, President & CEO, Diversity Training Group

One of our most popular speakers will provide insights on coping with employees like Michael Scott. This session will provide recommendations on how to identify and handle toxic employees and toxic workplaces. Topics such as bullying and managing difficult personalities will be discussed.

CLOSING SESSION - THE CLOSER

4:00 - 4:30

We will provide a recap of the day and more entertaining, if not educational, failed attempts of humor by employers. The EEOC’s new Director of Field Management Programs, Thomas Colcough, will also provide some insights on what HR professionals can expect from his agency in the upcoming year. There will be a drawing for the lucky winner of a \$375 gift card.

OUR PRESENTERS



Burt H. Whitt
Seminar Leader



Randy C. Sparks
Chair



John M. Bredehoft



Thomas M. Colclough



Laura Geringer Gross



Susan Landis



William M. Palmer



Sharon Kerk Reyes



James H. Shoemaker



Neil S. Talegaonkar



Mauricio Velasquez



Jason F. Bilnoski
Special Agent, FBI



Robert G. Armstrong
Assistant Director
Virginia Department of Labor & Industry

Justin F. Bilnoski
Special Agent
Federal Bureau of Investigations

Thomas M. Colclough
Director of Field Management Programs
Equal Employment Opportunity Commission

This program has been approved for 6 credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information visit www.hrci.org. The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute’s criteria to be pre-approved for recertification credit.

Kaufman & Canoles, P.C. is recognized by SHRM to offer professional Development Credits (PDCs) for SHRM-CP or SHRM - SCP for recertification.

