

6 Convenient Spring & Fall Sessions

Eau Claire, WI - The Plaza

- May 8, 2012

Madison, WI - Crowne Plaza East Towne

- May 9, 2012
- September 26, 2012

Pewaukee, WI - Country Springs Hotel

- May 16, 2012
- August 21, 2012

Appleton, WI - Holiday Inn Select

- June 20, 2012



Presented by
Attorney Thomas P. Krukowski

For more information, call (414) 988-8400 or
visit www.krukowski.com.

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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.

Hotel information will be sent with registration confirmation.

Seminar cancellations: Refunds are available up to 5 business days prior to the program, less a \$50 cancellation fee.

2012 RECENT DEVELOPMENTS IN EMPLOYMENT LAW FOR WISCONSIN EMPLOYERS

This program provides up-to-date information on the latest topics and cases in employment law and valuable insight, guidance and examples about current issues that affect employers. Topics include:

- **Accommodating Psychiatric Disabilities** – Guidance on how to accommodate mental illness and psychiatric disabilities in the workplace: what qualifies as a psychiatric disability? what is required for an FMLA certification and reasonable accommodations under the ADA, including reduced work schedules and medical support for such requests; how to determine if an accommodation is a hardship on the employer; does an employer have to modify its attendance policy as an accommodation? discipline of disabled employees for non-protected absences; and how to manage intermittent leaves consistent with FMLA and ADA requirements.
- **Discrimination** – How to thoroughly investigate a claim of discrimination; what questions to ask and *how* to ask them to get the answers you need; how to properly document the investigation; how to deal with the uncooperative employee; what to say and what *not* to say during the investigation; winners and losers – examples of what employers have done right and wrong.
- **Age Discrimination** – Examples of recent age claims; review and analysis of the EEOC's proposed final age bias regulation that eliminates the "business necessity test" and clarifies the "reasonable factors other than age" standard, making it easier for workers to establish disparate impact claims; importance of consistency in evaluations and the disciplinary process; discussion of issues involving recruiting and hiring, pay, discipline, termination and the use of statistics in reduction in force decisions; review of recent cases, including U.S. Supreme Court and district court decisions, and EEOC lawsuits and settlements, including its recent \$3 million settlement and consent decree with 3M Companies.
- **National Labor Relations Board** – Current Board issues facing union and non-union employers; update on Board members and terms; what every union and non-union employer needs to know about postings, the election process and what to do when faced with a petition and unfair labor practice charges; impact of Wisconsin's elimination of public sector collective bargaining.

All sessions 9:30am-3:00pm, lunch & refreshments provided

- \$299 each attendee
- \$249 each attendee - We own the 2012 edition of the *Employment Law Manual for Wisconsin Employers* (save \$50)

Name _____

Title _____ E-mail _____

Company _____

Mailing Address _____

City, State, ZIP _____

Phone _____ Fax _____

Company Website _____

Union? Yes No # of Employees _____ Gov't. Contractor? Yes No

Additional seminar attendees:

Name _____

Title _____ E-mail _____

Name _____

Title _____ E-mail _____