



# THE CERTIFICATE IN EMPLOYEE RELATIONS LAW<sup>SM</sup> SEMINAR

The nation's leading seminar (since 1979) for practical and current information on all significant employment law topics.

- Critical information and insights you need to confidently function at your best.
- The finest faculty in the country. Talented teachers... experienced, responsive.
- More than 80,000 HR professionals have made this the most popular and successful employment law seminar.
- Attractive program locations nationwide.
- Collegial, enjoyable training/networking environment.

**Austin**

January 28-February 1, 2019

**Scottsdale**

March 4-8, 2019

**Atlanta**

April 8-12, 2019

**Orlando**

July 15-19, 2019

**Newport Beach**

August 12-16, 2019

**Chicago**

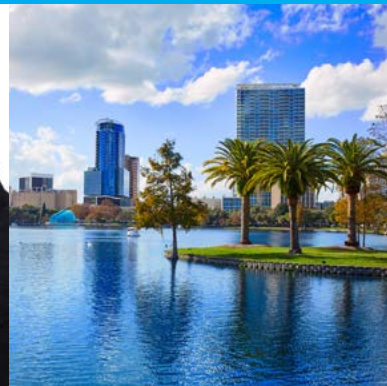
September 23-27, 2019

**Las Vegas**

October 21-25, 2019

**Washington, D.C.**

November 4-8, 2019



“The attorneys who led the sessions were very informative and did a fantastic job utilizing real-life situations to translate the theories and concepts to practical applications.”

Dave Kurland • Human Resources Business Partner • Sonoco Products Company • Memphis, Tennessee



2019

**The Certificate  
In Employee Relations  
Law<sup>SM</sup> Seminar**

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This 4 ½ day seminar has been approved for 29.75 credit hours towards PHR and SPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means this seminar has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. Earn 29.75 PDCs by attending this 4½ day seminar.



**INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.**

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Newport Beach, CA 92660

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Facsimile: (949) 760-8192

[www.IAAML.com](http://www.IAAML.com)

Dear Colleague,

IAML's **Certificate in Employee Relations Law<sup>SM</sup> Seminar** provides the information and "best practices, positive employee relations" insights you need to be at the top of your profession. Our seminars are not only information-packed, they are enjoyable and feature a collegial atmosphere. And you'll earn IAML's prestigious Certificate, signifying your participation in the nation's most highly regarded (for 40 years!) employment law training.

The seminar is thorough and practically-oriented. It covers all facets of employment law and is up-to-the-minute current. You will learn how to avoid costly employment problems, while improving your employee relations and professional performance.

IAML's faculty of experienced, prominent employment law attorneys is superb. They have the proven ability and savvy to make the seminars interesting, understandable and fast-paced. Moreover, extensive manuals are provided that will be a valuable resource on the job.

There has never been a better time to invest in this seminar...an investment that will pay tremendous dividends for you personally and for your organization for many years to come. We hope that we can look forward to your participation.

Sincerely yours,

Eric E. Jackson  
President



Prominent employment law attorneys and popular IAML instructors, Raymond M. Deeny (left) Partner, Sherman & Howard; John F. Wymer, III (second from left), Partner, Thompson Hine; and Gavin S. Appleby (second from right), Partner, Littler Mendelson; with Robert M. Lee (center), Executive Director, IAML; and Eric E. Jackson, President, IAML (far right).

P.S. Highly experienced professionals may want to explore our Advanced Employment Law Conferences. Others may find our Certificate in Essentials of Human Resource Management or Certificate in Conducting Lawful Workplace Investigations of interest. Please visit [www.iaml.com](http://www.iaml.com) or call us for brochures at 949-760-1700.

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### Stay Connected with IAML via E-mail!

If you and your colleagues would prefer to receive updated information (including future seminar brochures) about IAML training programs via e-mail instead of through the mail in a printed brochure format, please call IAML at (949) 760-1700 and request to be put on IAML's special seminar e-mail distribution list (you will be asked to provide your e-mail contact information). IAML never allows other organizations access to our e-mail database.

## Testimonials from Recent Participants

**"I thought the Certificate in Employee Relations Law Seminar was great."**

Johnette Carter  
Human Resources Generalist  
UCHealth  
Denver, Colorado

**"The program was very good substantively. Both speakers did an excellent job of presenting their respective material."**

Thomas Scarr, Esq.  
Member  
Jenkins Fenstermaker, PLLC  
Huntington, West Virginia

**"Enjoyed the instructor, and he seemed to make learning employment law more interesting. I very much enjoyed learning of the real-life cases concerning employment law as well."**

JD Anderson  
Human Resources Business Partner  
Summit Midstream Partners, LP  
Atlanta, Georgia

**"I loved that it was a refresh of the laws and we discussed real life examples that had already happened...plus, classmates shared their current situations that we talked through. Instructors were very interesting which made the class much more enjoyable than I was expecting."**

Stephanie Valdez, PHR, SHRM-CP  
Sr. People Manager  
Virgin Orbit  
Long Beach, California

**"I really enjoyed the small group and the instructors/content. It made the learning fun and engaging. I enjoyed that we were able to interact and talk through real world situations."**

Alicia Miner  
Human Resources Director  
Ciox Health  
Alpharetta, Georgia



### Quality Seminars that Improve On-the-Job Performance

For 40 years, IAML has been totally committed to producing the most practical, comprehensive and enjoyable seminars possible. All significant employment law issues and developments are addressed.

**"Amy Zdravecky did a great job on the first two days of the training going over union vs non-union. She was funny, provided some good examples, and did an excellent job. Brenda Heinicke was funny and very charismatic. She provided some great legal cases as examples that challenged our thought process. We were able to present to her situations that are occurring in our businesses which she gave her input on but first asked the class what their thoughts were, which shows she really wanted to engage everyone. Two thumbs up!"**

**Idalia Castro**  
Human Resources Coordinator  
Amadeus Airport IT Americas, Inc.  
Orlando, Florida

## Seminar Overview

The Certificate in Employee Relations Law<sup>SM</sup> Seminar provides the most comprehensive, practical, up-to-date employment law training available. This 4½ day seminar is geared to the real-world needs of human resource professionals, attorneys, and managers. The seminar provides "best practices" insights and information on the full range of employee relations law issues.

This seminar has been presented hundreds of times to tens of thousands of professionals, undergoing continuous improvements, updates and refinement.

The seminar features prominent employment law attorneys who are also excellent presenters. They focus on the practical implications of the law and what steps participants can take on the job to cope with the complex requirements of the various laws and regulations.

Since 1979, the Certificate in Employee Relations Law<sup>SM</sup> Seminar has been widely regarded as the "professional's choice" for employment law training.

### Objectives of the Seminar

The Certificate in Employee Relations Law<sup>SM</sup> Seminar is designed to provide participants with a broad base of practical knowledge in all facets of employment law.

The seminar provides participants with:

- 1) A comprehensive understanding of all of today's significant employment laws and regulations, and the ability to know what to do about them in their own workplace.
- 2) The skills to recognize and deal with problem situations. Subjects include coping with federal and state regulatory agencies and their requirements, compliance reviews and agency injunctions, negotiating and settling complaints, and minimizing exposure to litigation by learning what steps and policies to implement in the workplace.
- 3) Complete information regarding current and expected future regulations, enabling their organization to anticipate and plan for the future.

## Benefits

Tens of thousands of past participants have told IAML that participating in the seminar:

- Enables participants to take concrete and specific actions to substantially reduce their organization's downside risk to expensive, time-consuming and risky litigation.
- Improves on-the-job performance and skills...immediately.
- Provides virtually all the information needed to function effectively in the employment law aspect of a job.
- Increases confidence in dealing with complex employee relations law issues.
- Helps participants to deal more pro-actively with employee relations law issues.
- Increases the participant's value to their organization.
- Provides participants with an excellent environment to meet colleagues and share ideas.

In short, this seminar provides the perfect vehicle for both experienced and less experienced HR professionals and attorneys to get the information and the insight they need to achieve the highest level of professional performance.



# Seminar Features

## Seminar Structure

The Certificate in Employee Relations Law<sup>SM</sup> Seminar is comprised of three “blocks” of instruction which are presented over 4½ consecutive days. Participants are encouraged to register for the entire program; however, registrations for only one or two of the blocks are accepted.

The Certificate in Employee Relations Law <sup>SM</sup> Seminar	
Block I	<b>Labor Law in the Union and Non-Union Workplace</b> 2 Days: Monday and Tuesday
Block II	<b>Employment Discrimination Law</b> 2 Days: Wednesday and Thursday
Block III	<b>Special Issues in Employee Relations Law</b> ½ Day: Friday

## Practical Information for On-the-Job Applications

All instruction and reference materials were developed so they can be applied in the everyday workplace. Participants learn the requirements of laws and regulations and how to deal with them in their own organizations.

## Extensive Materials

The seminar reference materials (about 1,000 pages) are specially prepared for this seminar and are completely current. The materials are provided to participants during the seminar and serve as valuable desktop reference manuals on the job.

## Certificate Awarded

The Certificate in Employee Relations Law<sup>SM</sup> is awarded after a participant attends all three blocks of the seminar. No examinations are given. These handsome certificates are mailed two to four weeks after the end of each program.

NOTE: If you complete only one or two blocks you can still receive a certificate if you complete the remaining block or blocks within a two-year period. All blocks need not be completed at the same location.

## Renowned Instructors

All seminar block leaders are nationally renowned employment law attorneys who have extraordinary legal backgrounds, extensive practical experience and a demonstrated ability to teach the material in an interesting manner.

## Personal Interaction

Faculty members encourage questions from participants. All your questions will be answered during the ample time provided during sessions, at breaks, and after the sessions. The collegial atmosphere fosters the sharing of ideas and experiences among participants.

## Enhanced Career Performance

Participants tell us that this program improves on-the-job effectiveness, and increases their capacity for career growth.

## A Proven Seminar

The Certificate in Employee Relations Law<sup>SM</sup> Seminar is the original, proven seminar that has been presented hundreds of times since 1979. Participant evaluations tell us that this program meets a nationwide need for a practical, professionally prepared and presented program which covers all facets of employment law.

- Over 98% of past attendees said their participation in the program was worth the time and investment.
- More than 99% of past participants say this program improved their professional performance on-the-job.
- 95% of past participants say the Certificate in Employee Relations Law<sup>SM</sup> is better than other programs of its type.
- On a scale of 1 to 5, with 5 being the highest possible ranking, the average evaluation of the faculty has been 4.7.

Some organizations have sponsored more than 100 employees and many have made this seminar mandatory or part of their regular training plan. Please see pages 6 through 9 for a partial list of the many thousands of participating organizations.

**“I enjoyed the seminar very much and found it very helpful. Both instructors were clearly very knowledgeable and did a great job of mixing in personal experiences to make the laws more relatable.”**

Kevin Obringer  
Human Resources Generalist  
14 West  
Baltimore, Maryland

**“Solid overall content. Good instructors.”**

Jamaal Sanford  
Corporate Human Resources Manager  
International Dehydrated Foods  
Springfield, Missouri

**“Your programs are always so organized! Mike and Cara did a terrific job of getting me registered and providing the materials to me on the first day (they were waiting for me at my seat). Our speakers were well versed in the areas they covered. Amy [Zdravecky], in particular, was a huge resource for information on labor unions, collective bargaining, and protected concerted activity. Well done!”**

Judith Hall  
Chief Human Resources Officer  
Purdue Research Foundation  
West Lafayette, Indiana

**“The instructors were very knowledgeable, and the content was interesting.”**

Rochelle Faulkner, PHR  
Employee Relations Specialist  
Christiana Care Health System  
Newark, New Jersey

**“I enjoyed the seminar. Bryan Stillwagon did a great job of keeping the class engaged and was able to provide useful information and advice.”**

Katherine Rooney  
Talent Analyst  
Summit Midstream Partners, LP  
The Woodlands, Texas

**"I enjoyed the small group setting (vs the large cattle call conferences) – it provided a group opportunity to engage in better dialogue as a group which is something you don't get at larger conferences. Also thought the attorneys were candid, entertaining, and down to earth – loved that they shared their real-life experience/cases...that's the best way to see employment law applied in action."**

**Courtney Kolar, SPHR  
Sr. Director, People Services  
The Dwyer Group  
Waco, Texas**

**"The facilitator, Brenda Heinicke, was great, she had a lot of personal experiences/stories that worked well with the material she presented. She was very engaging."**

**D'Monique Brown, PHR, SHRM-CP  
Sr. Employee & Labor Relations  
Manager  
The Gap Inc.  
Riverview, Florida**



IAML offers DVD training products that are being utilized by thousands of organizations. All of IAML's DVD training products feature two of IAML's highly rated instructors, John F. Wymer, III, Partner in Thompson Hine and Raymond M. Deeny, Partner in Sherman & Howard. **Free previews are available.** Please see page 17 for details.

## Partial List of Participating Organizations

14 West  
24 Hour Fitness  
Worldwide Inc.  
AARP  
Abbe Inc.  
Abengoa Bioenergy Corporation  
Abrazo Community Health Network  
AccentCare, Inc.  
ACE Cash Express  
ACS Technologies Group, Inc.  
Activision Blizzard  
Adams County School District 14  
Advocate Health Care  
AECOM  
Aegion Corporation  
Aerojet Rocketdyne  
Aerospace Corporation (The)  
AES Corporation  
AG Processing, Inc.  
Agenus Inc.  
Alaska Native Tribal Health Consortium  
ALDI  
Alfa Insurance Company  
Allied Motion Technologies, Inc.  
Amadeus  
American Bureau of Shipping  
American Express  
American Family Insurance  
American Railcar Industries  
American Showa  
American Sugar Refining  
AmeriCold Logistics  
Ameriprise Financial Inc.  
Amgen, Inc.  
Anchorage School District  
Andeavor  
Arizona Public Service  
Asahi Kasei America, Inc.  
ASARCO Inc.  
Aspen Medical Products  
Associated Bank  
Association of American Medical Colleges  
AstraZeneca Pharmaceuticals LP  
Atlas Copco North America LLC  
AutoZone

### Who Should Attend?

Organizations (both profit and non-profit) of all sizes and in virtually every industry have profitably invested in this seminar. The titles and/or responsibilities of those who typically participate in this program include:

- Human Resource Professional
- Employee Relations Manager
- Labor Relations Specialist
- Attorney
- Line Manager
- Training Personnel
- Vice President
- Equal Employment Manager
- Policies & Systems Manager
- "New-Hires" in Management
- Employee Counselor
- Management Consultant
- Industrial Relations Manager
- Administration Manager
- "Fast-Track" Executive
- Affirmative Action Manager
- Compensation & Benefits Manager
- Compliance Manager
- Onboarding Consultant

Human resource professionals find that this program provides the ideal way to get "updated" on all significant employment law topics, while producing increased confidence in dealing with complex employment law issues. Less experienced participants find that the seminar provides the practical and comprehensive information they need to function effectively in human resource management.

B.F. Saul Company  
BAE Systems  
Baker Concrete Construction  
Bank of Korea  
Barrick Gold Corporation  
Barton Malow Co.  
Batesville Casket Company  
Baylor College of Medicine  
BECCA Cosmetics  
Bechtel Corporation  
Bed Bath & Beyond, Inc.  
Bemis Company, Inc.  
BIC Advertising Promotional Products  
BIC Graphic USA  
Big Lots Stores, Inc.  
Bilfinger Industrial Services Inc.  
Bill & Melinda Gates Foundation  
Biotest Pharmaceuticals  
BKD LLP  
Black Butte Coal Company  
Bloomin' Brands  
Bobrick Washroom Equipment Inc.  
Boeing Company  
Boot Barn, Inc.  
Boston Private Bank & Trust  
Brevard Public Schools  
Briggs & Stratton Corporation  
Brigham Young University  
Brookhaven National Laboratory  
Brown Capital Management  
Bryan Cave Powell Goldstein  
Burke Industries  
Buy Buy Baby Inc.  
California School Employees Association  
California State University  
Capital Group Companies, Inc.  
Cardinal Health, Inc.  
Carefirst BlueCross BlueShield  
Cargill, Inc.  
Carriage Services, Inc.  
Cash America International, Inc.  
Catalent Pharma Solutions  
CC Industries  
Center City District  
CenterPoint Properties Trust  
CF Industries Holdings  
CH2M Hill  
Charles River Analytics  
Chelan County Public Utilities District  
Chickasaw Nation  
Children's Hospital Boston  
Children's Mercy Hospital  
Choctaw Nation  
Christiana Care Health System  
CIOX Health  
Cisco Systems, Inc.  
CITGO Petroleum Corporation  
CitiTrends, Inc.  
City & County of Denver  
City of Akron  
City of Alexandria  
City of Bethel  
City of Boise  
City of Brookfield  
City of Haines City  
City of Las Vegas  
City of Los Angeles  
City of Overland Park  
City of Racine  
City of Riviera Beach  
City of Unalaska  
City of Washington D.C.  
Coca-Cola Company  
Cognate Bioservices

Many of the nation's leading organizations require their HR professionals to attend IAML's Certificate in Employee Relations Law<sup>SM</sup> Seminar.

Colgate-Palmolive Company	Dr Pepper Snapple Group, Inc.	G4S	Hood Packaging Corporation
Colonial Pipeline Company	Duke University	GAF Corporation	Hull Barrett, P.C.
Comcast	Dumbarton Oaks, Trustees for Harvard University	GAIAM, Inc.	Humboldt Waste Management Agency
Computer Services Inc.	Dwyer Group (The)	Gap Inc.	Hunter Douglas
Constellation Brands	Eaton Vance Management, Inc.	GATE Petroleum Company	Hyundai Mobis
Continental Building Products	Echo Global Logistics	GENCO Product Lifecycle Logistics	Hyundai Motor America
Corix Water Products LP	Edgerton & Weaver, LLP	General Dynamics C4 Systems	Idaho Hospital Association
Cornerstone OnDemand Corporation Service Company	Edwards Lifesciences Corporation	General Dynamics Information Technology	Idaho National Laboratory
Cosmopolitan of Las Vegas	El Super Bodega Latina Corporation	General Growth Properties	Idaho Power Company
County of Fairfax	Embraer Defense & Security	GenRx	IDB Bank
County of Johnson	Emerald Queen Hotel & Casinos	George's Inc.	Ikea North America Services, Inc
County of Miami-Dade	Energi Insurance Services, Inc.	Georgia Pacific Corporation	Ikea North America Services, Inc
County of Missoula	Epson America, Inc.	Georgia Power Co.	IMA Financial Group
County of Palm Beach	Erie Indemnity Co.	Georgia Southern University	INEOS Americas
County of Pinellas	Erie Insurance Group	Georgia State University	Ingersoll-Rand Company
County of Teton	ExxonMobil	Gerdau AmeriSteel Corporation	Ingram Content Group
CPS Energy	Fairbanks Native Association	GHD Services	Ingram Micro
Cracker Barrel Old Country Store, Inc.	Fairbanks North Star Borough School District	Giant Food Stores Inc.	Institute of Public Administration
Crawford Supply Group	Faith Christian Academy	Glovis Alabama, LLC	Integra Consulting
Critical Mass	Faith Farm Ministries	Goodrich Corporation	Inteleos
Cumberland Gulf Group of Companies	Family Dollar Stores	Goodwin College	Intermountain Healthcare
Dana Incorporated	Farmer Bros. Co./Brewmatic	Graphic Packaging International, Inc.	International Dehydrated Foods, Inc.
Darden Restaurants, Inc.	FBN Mortgages Ltd.	Great Dane	International Paper
DaVita Healthcare Partners Inc.	Federal Deposit Insurance Corporation	Greater Hudson Bank	Invista
Dawn Food Products	Federal Reserve Bank, Atlanta	Greylock Federal Credit Union	Isle of Capri Casinos
Defender Direct	Federal Reserve Bank, Dallas	Guardian Industries Corp.	JCS Systems Inc.
Del Monte Foods Company	Federal Reserve Board of Governors	Gulf Interstate Engineering	Jenkins Fenstermaker
Deloitte & Touche, LLP	FedEx Services	Gulfstream Aerospace Corporation	JM Family Enterprises
Delta Dental of Oklahoma	Fermi National Accelerator Laboratory	H & R Block	John Crane Inc.
Deluxe Laboratories, Inc.	First Republic Bank	Hahnemann University Hospital	John Deere Company
DENSO Manufacturing	FivePoint Federal Credit Union	Halliburton	John Hancock Financial Services
Denver Water	Flathead Electric Cooperative	Harbor Retirement Associates	Johns Hopkins University
Depository Trust & Clearing Corporation	Flint Hills Resources	Hathaway Dinwiddie Construction Co.	Johnson & Johnson
Deseret Mutual Benefits Administrators	Florida Power & Light	Hawkeye Valley Area Agency on Aging	Kaiser Permanente
Dialysis Clinic Inc.	Fluor Corporation	HDR, Inc.	Kalispel Tribal Economic Authority
Direct General Corporation	Fred Meyer	Hemlock Semiconductor	Kaneka North America
Discover Financial Services	Freeport-McMoRan Copper & Gold	Herman Miller, Inc.	KeyBank
Dominion Resources	Frost Bank	HGS	KeyCorp
Domtar Paper Company	Fujitsu Ten Corp of America	Highmark, Inc.	Kiewit Mining Group
Douglas County School District	Fulton County Schools	Hillenbrand, Inc.	King Soopers Inc.
Dow Chemical Company		Hitachi Consulting Corporation	Kirton McConkie
Dow Corning Corporation		Home Depot, Inc.	Koch Industries, Inc.
Doyon Ltd.		Honeywell Aerospace	Koch-Glitsch, L.P.

**"I really enjoyed the case studies. It put certain things into great perspective. Brian Stillwagon was awesome."**

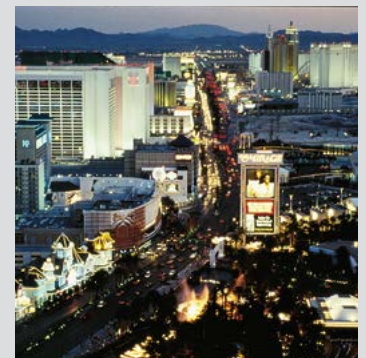
Gina Hampton  
Employee Relations Manager  
Darden Restaurants, Inc.  
Kissimmee, Florida

**"The program itself was very informative and done very well by both presenters. I would recommend it to others to attend. Thank you."**

Gililand Damon  
Labor Compliance Officer,  
Office of Navajo Labor Relations  
Navajo Nation  
Window Rock, Arizona

**"Presenter was fantastic! Very helpful to discuss real world examples and how to apply the law."**

Lee-Ann Nyman, SHRM-CP  
Human Resources Associate  
Oxy  
Houston, Texas



**Convenient Locations from Coast-to-Coast**

Certificate in Employee Relations Law<sup>SM</sup> Seminars will be held at many attractive locations, including exciting Las Vegas.

**“Comprehensive discussion of employee relations law, case studies and current application. It was a great refresher for me, having been away from this aspect of HR for several years. Discussion and dialogue opportunities appreciated.”**

**Leanne Rice, SPHR**  
**Educator, Internal HR Consultant**  
**Faith Christian Academy**  
**Arvada, Colorado**



**Featured Presenter**  
**John F. Wymer, III**

John F. Wymer, III, Partner in Thompson Hine, is a popular IAML instructor. Mr. Wymer’s high energy presentations feature “street-smart” insights, legal expertise, and an engaging sense of humor. He is a block leader in the CERL seminars, as well as a featured presenter at IAML’s highly rated Advanced Conferences. He is also a co-presenter of IAML’s many DVD programs.

## Partial List of Participating Organizations (CONTINUED)

- |  |   |   |  |
|--|---|---|--|
| Lawrence Livermore National Laboratory     | MassMutual Financial Group                      | National Automobile Dealers Association     | Olin Corporation                       |
| Lazy Dog Restaurant                        | Matanuska Telephone Association                 | National Co-op Grocers                      | Orange County Transportation Authority |
| Legends Hospitality LLC                    | Materion Corporation                            | National Council on Compensation Insurance  | O’Reilly Auto Parts                    |
| Lego Systems, Inc.                         | Max Restaurant Group                            | National Electrical Contractors Association | Oshkosh Corporation                    |
| Liberty Mutual Group                       | Maxion Wheels                                   | Navajo Nation                               | Oxy Oil & Gas                          |
| Liberty National Life Insurance Company    | Maxwell Enterprises                             | Navy Federal Credit Union                   | Pacific Life Insurance                 |
| Liberty Utilities                          | Mayo Clinic                                     | NBCUniversal, Inc.                          | Parallon Supply Chain                  |
| Life Technologies Inc.                     | McCain Foods USA, Inc.                          | Nestle Purina PetCare                       | Partners HealthCare System             |
| Lifeway Christian Resources                | McKee Foods Corporation                         | New Balance Athletic Shoe, Inc.             | Patten Industries, Inc./ Patten Cat    |
| Lion Elastomers                            | McMaster-Carr Supply Company                    | Newmont Mining Corporation                  | PC Connection, Inc.                    |
| Lockheed Martin Aeronautics                | Mercedes-Benz USA                               | NextEra Energy Resources, LLC               | PeaceHealth                            |
| Los Alamos National Laboratory             | Metropolitan Transit Authority of Harris County | NIKE, Inc.                                  | PennyMac Financial Services, LLC       |
| Lowe’s Companies                           | Microsoft Corporation                           | Nordstrom, Inc.                             | Penske Logistics                       |
| Luminant Comanche Peak Nuclear Power Plant | Midway Gold                                     | North American Mission Board                | Philadelphia Gas Works                 |
| Lynn University                            | Mikron Industries, Inc.                         | Northern Panhandle Head Start Inc.          | Philips Oral Health Care               |
| M. Davis & Son                             | MillerCoors LLC                                 | Northrop Grumman                            | Pillars                                |
| Macy’s, Inc.                               | Ministry of Interior, Kingdom of Saudi Arabia   | Northwest Arctic Borough                    | Pioneers Memorial Healthcare District  |
| MANN+HUMMEL USA                            | Minitab Inc.                                    | Northwestern Memorial HealthCare            | PNM Resources, Inc.                    |
| Mannington Mills, Inc.                     | Mirage (The)                                    | Novelis Inc.                                | Polish & Slavic Federal Credit Union   |
| MAQUET, Inc.                               | Mobis Georgia                                   | NRG Energy, Inc.                            | Portland General Electric              |
| Marathon Oil Corporation                   | Molex Incorporated                              | Oberweis Dairy Inc.                         | Ports America                          |
| Maricopa Community Colleges                | Molina Healthcare, Inc.                         | Occidental Petroleum Corporation            | PowerWright Technologies, Inc.         |
| Marine Corps Community Services            | Monsanto Company                                | Ocean Spray Cranberries, Inc.               | Priceline.com Inc.                     |
| Mars Foods U.S.                            | Mortgage Network, Inc.                          | Oklahoma Gas & Electric                     | Prime Healthcare Services, Inc.        |
| MARTA                                      | Mountville Mills                                | Oldcastle Materials                         | Princess Cruises                       |
| Masco Corporation                          | Murphy Oil Corporation                          |   | Printpack, Inc.                        |
| Masonite Corporation                       | Mutual Trust Life Insurance Co.                 |   | Procter & Gamble                       |
|  | Nalco Champion                                  |   | Prudential Financial, Inc.             |

### About IAML

The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars, materials and videotapes for professionals requiring timely and accurate information in employment law; employee benefits law; environmental, health and safety law; human resources management and business management.

Founded in 1979, IAML is the nation’s leading producer of practical and comprehensive law seminars across the country. More than 80,000 people from thousands of organizations have participated in IAML programs.

Based in Newport Beach, California, IAML works closely with leading law firms and practitioners across the country. In addition to The Certificate in Employee Relations Law™ Seminar, IAML offers the following:

- 2019 Employment Law Update – 38th Annual Advanced Conferences
- The Certificate in Lawful Workplace Investigations™ Seminar
- The Certificate in Essentials of Human Resource Management™ Seminar

- The Certificate in Employee Benefits Law™ Seminar
- 2019 Employee Benefits Law Update – 16th Annual Advanced Seminar
- In-House Training Programs
- Webinars
- IAML E-Learning Training
- IAML also offers proven DVD training products, including a 33 title Employment Law Series, and a 5 title Employment Law Compliance Program that features an optional testing and certification component.

For more information on these training programs, please see pages 16-17. To receive current brochures describing our other seminars and DVD products in detail, please call or write IAML. You can also visit us at [www.IAML.com](http://www.IAML.com).



Purdue Research Foundation  
 QBE North America  
 General Casualty  
 QFC, a Kroger Company  
 Quanex Building Products Co.  
 R.B. Pamplin Corporation  
 Radia Medical Imaging  
 Reading Health System  
 Red Classic  
 Transportation Services  
 Red Gold, Inc.  
 Renal Ventures Management, LLC  
 Road & Rail Services  
 Ruiz Foods  
 Safeway, an Albertsons Co.  
 Saint Thomas Health  
 Salesforce.com  
 Salt River Materials Group  
 Sandia National Laboratories  
 Santander Bank, N. A.  
 Schreiber Foods, Inc.  
 Scout Investments  
 Sebrus Busto James  
 SEIU Local 1000  
 Sentry Insurance Company  
 Service First Mortgage  
 Shaw Industries Group  
 Sheridan Memorial Hospital  
 Shook Hardy & Bacon  
 Shurtape Technologies  
 Siemens Energy Service  
 Signature Flight Support  
 Silgan Containers Manufacturing Corp.  
 Sinclair Services Company  
 Sinfoniarx  
 Sisters of Charity for the Blessed Virgin Mary  
 Sloan Valve Company  
 Smithfield Packing Co  
 SOC Nevada, LLC  
 Soka University  
 Sonoco Products Company  
 Sony Interactive Entertainment/PlayStation  
 SouthEast Alaska Regional Health Consortium  
 Southern California Edison Company  
 Southern Gardens Citrus Corporation  
 Southwest Gas Corporation  
 Spartanburg Community College  
 Spring Mobile  
 St. Joseph Health System  
 St. Jude Children's Research Hospital  
 St. Louis Convention & Visitors Commission  
 St. Louis Science Center  
 Stantec  
 Starbucks Coffee Company  
 Starz Entertainment  
 State Farm Insurance Companies  
 State of Alaska  
 State of Montana  
 State of South Dakota  
 State of Wisconsin  
 State of Wyoming  
 Stormont-Vail HealthCare  
 STP Nuclear Operating Company  
 Straub Distributing Company  
 Summit Midstream Partners  
 Sun Life Financial  
 Swedish Match North America, Inc.  
 Sysco Los Angeles, Inc.  
 Sysco Montana, Inc.  
 Taylor Farms  
 TD Bank Financial  
 Teach for America  
 Tennessee Valley Authority  
 Thermo Fisher Scientific  
 Thiele Kaolin Company  
 tiag  
 TIGHITCO Inc.  
 Tikigaaq Corporation  
 Tillamook County  
 Creamery Association  
 TJX Companies, Inc.  
 T-Mobile USA, Inc.  
 Tom's of Maine  
 TowerJazz  
 Toyota Motor North America  
 Transport Corporation of America  
 Travelers Companies  
 Tronox Inc.  
 TwentyEighty  
 Twitter  
 Tyson Foods, Inc.  
 U.S. Army  
 U.S. Citizenship & Immigration Services  
 U.S. Department of Energy  
 U.S. Department of Homeland Security  
 U.S. House of Representatives  
 U.S. Marine Corps  
 UBS Investment Bank  
 UC Health  
 Union Telephone Company  
 United Launch Alliance  
 United Natural Foods  
 United Planning Organization  
 United States Steel Corporation  
 University Corporation for Atmospheric Research  
 University HealthSystem Consortium  
 University of Alaska  
 University of Central Missouri  
 University of Cincinnati  
 University of Guam  
 University of Nevada  
 University of North Georgia  
 University of North Texas  
 University of Richland  
 University of Wyoming  
 URS | CH2M Oak Ridge  
 URS Corporation  
 USAA  
 Utility Trailer Manufacturing Company  
 Vanguard Group, Inc.  
 Veritiv Corporation  
 Verizon Wireless Inc.  
 Village of Melrose Park  
 Virgin Orbit  
 VMware, Inc.  
 W.K. Kellogg Foundation  
 Wake Forest Baptist Health  
 Walgreen Company  
 Warner Bros.  
 Watchfire Signs  
 Webster Bank, N.A.  
 Wegmans Food Markets  
 Weis Markets, Inc.  
 Wells Fargo  
 Western & Southern Financial Group  
 Western Mesquite Mines, Inc.  
 Weyerhaeuser  
 Whole Foods Market  
 Williams Companies  
 Woods Equipment Company  
 World Omni Financial Corp.  
 World Vision International  
 Wyndham Vacation Ownership  
 Xcel Energy  
 Yahoo! Inc.  
 Yamaha Corporation of America  
 YMCA of Greater Seattle  
 York Risk Services Group, Inc.  
 Zaycon Fresh LLC  
 Zippo Manufacturing

Please note: Due to space limitations we are unable to provide a complete list of participating organizations in this brochure. If you wish to know whether or not others from your organization have previously participated, and do not see your organization listed above, please contact IAML. Our apologies to those organizations we were unable to list.

**“Enjoyed the instructors; both were very knowledgeable.”**

Jennifer Messina, PHR  
 Human Resources Manager  
 CC Industries  
 Chicago, Illinois

**“This seminar showed me a different side of Human Resources from a managerial point of view that I have not seen as an administrator.”**

Heather Gleason  
 Employee Benefits & Payroll Services Manager  
 Arbitration Forums, Inc.  
 Tampa, Florida

**“Excellent material and presentation. I enjoyed the connection to other companies and hearing about their business, concerns, questions, etc.”**

Christine Andrews  
 Human Resources Manager, Distribution  
 Wegmans Food Markets  
 Rochester, New York

**“All the presenters were very knowledgeable and very engaging.”**

Rex Kirk  
 Principal Workforce Relations Consultant  
 XCEL Energy Services Inc.  
 Levelland, Texas

**“I could not have been more pleased with the choice of instructors for the classes. All of them were outstanding!”**

Marlon Fleming  
 Regional Manager  
 Autozone, Inc.  
 Indianapolis, Indiana

**“Presenters were knowledgeable and delivered that knowledge clearly.”**

Julie Price  
 Human Resources Manager  
 Allied Motion Technologies  
 Dothan, Alabama

# The Certificate in Employee Relations Law<sup>SM</sup>

	AUSTIN, TEXAS	SCOTTSDALE, ARIZONA	ATLANTA, GEORGIA	ORLANDO, FLORIDA
Locations	<p><b>January 28-February 1, 2019</b> Hilton Garden Inn Downtown Austin (512) 480-8181</p> 	<p><b>March 4-8, 2019</b> Embassy Suites by Hilton Scottsdale Resort (480) 949-1414</p> 	<p><b>April 8-12, 2019</b> Atlanta Marriott Suites Midtown (404) 876-8888</p> 	<p><b>July 15-19, 2019</b> Marriott Orlando World Center (407) 239-4200</p> 
Faculty	<p><b>Block I</b> <b>January 28-29</b> <b>Labor Law</b> Patrick R. Scully Partner Sherman &amp; Howard</p>	<p><b>Block I</b> <b>March 4-5</b> <b>Labor Law</b> Patrick R. Scully Partner Sherman &amp; Howard</p>	<p><b>Block I</b> <b>Labor Law</b> <b>April 8-9</b> John F. Wymer, III Partner Thompson Hine</p>	<p><b>Block I</b> <b>July 15-16</b> <b>Labor Law</b> Amy J. Zdravecky Partner Barnes &amp; Thornburg</p>
	<p><b>Block II</b> <b>January 30-31</b> <b>Employment Discrimination Law</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p><b>Block II</b> <b>March 6-7</b> <b>Employment Discrimination Law</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p><b>Block II</b> <b>April 10-11</b> <b>Employment Discrimination Law</b> Bryan Stillwagon Partner Thompson Hine</p>	<p><b>Block II</b> <b>July 17-18</b> <b>Employment Discrimination Law</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>
	<p><b>Block III</b> <b>February 1 (half day)</b> <b>Special Issues</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p><b>Block III</b> <b>March 8 (half day)</b> <b>Special Issues</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p><b>Block III</b> <b>April 12 (half day)</b> <b>Special Issues</b> Bryan Stillwagon Partner Thompson Hine</p>	<p><b>Block III</b> <b>July 19 (half day)</b> <b>Special Issues</b> Brenda K. Heinicke Law Office of Brenda Heinicke</p>
Hotel & City Information	 <p>Enjoy Texas hospitality at the Hilton Garden Inn Austin Downtown, blocks from 6th Street, Warehouse Entertainment District, the University of Texas and seven miles from Austin-Bergstrom International Airport. All guest rooms feature Serta Perfect Sleeper beds, 42-inch TVs, refrigerators, microwaves and coffeemakers. Basic WiFi access is complimentary. The hotel also has a complimentary 24-hour fitness center. Known as the 'Live Music Capital of the World,' Austin offers an abundance of shopping, restaurants and nightlife.</p>	 <p>Overlooking Camelback Mountain in the heart of Scottsdale, Embassy Suites by Hilton Scottsdale Resort features contemporary two-room suites with WiFi, 43-inch HDTV's and spacious work stations, fitness center, two resort-style swimming pools, and tennis court. Guests enjoy a complimentary cooked-to-order breakfast, and evening social with complimentary drinks and snacks. Conveniently located near vibrant Old Town, the Shopping and Entertainment Districts.</p>	 <p>This upscale hotel provides an unbeatable location near alluring attractions such as The Fox Theatre, Piedmont Park and Atlanta Botanical Garden. Guest rooms deliver comfort with plush bedding, thoughtful room service and spacious living areas. Enjoy a meal at Grille 35, serving delectable American cuisine and handcrafted cocktails. For active travelers, maintain a healthy lifestyle at the indoor/outdoor connecting pool and 24-hour fitness center.</p>	 <p>Experience a world of possibilities when staying at Orlando World Center Marriott. The hotel offers amazing on-site amenities, as well as a shuttle service to Walt Disney World®. Make a splash at Falls Pool Oasis, featuring two 200-foot waterslides, a 90-foot speed slide, kid's splash park and a nightly laser light show. Enjoy a round of 18 holes at the championship golf course, or improve your swing at Jack Nicklaus Academy, relax with a massage at the full-service spa or take advantage of the state-of-the-art fitness center.</p>



What is IAMLL's "secret" to 40 years of industry leadership? Fantastic faculty, empowering information, consistent quality, collegial atmosphere that encourages idea sharing, compelling value...an enjoyable educational experience.

# 2019 SEMINAR SCHEDULE

NEWPORT BEACH, CALIFORNIA	CHICAGO, ILLINOIS	LAS VEGAS, NEVADA	WASHINGTON, D.C.	Locations
<p><b>August 12-16, 2019</b> Newport Beach Marriott Hotel &amp; Spa (949) 640-4000</p>	<p><b>September 23-27, 2019</b> Westin Michigan Avenue Chicago (312) 943-7200</p>	<p><b>October 21-25, 2019</b> Planet Hollywood Resort &amp; Casino (866) 919-7472</p>	<p><b>November 4-8, 2019</b> Hyatt Regency Crystal City (703) 418-1233</p>	
				
<p><b>Block I</b> <b>August 12-13</b> <b>Labor Law</b> Stephen L. Berry, Partner, Paul Hastings and Brigham M. Cheney, Partner, Atkinson, Andelson, Loya, Ruud &amp; Romo</p>	<p><b>Block I</b> <b>September 23-24</b> <b>Labor Law</b> Amy J. Zdravecky Partner Barnes &amp; Thornburg</p>	<p><b>Block I</b> <b>October 21-22</b> <b>Labor Law</b> Patrick R. Scully Partner Sherman &amp; Howard</p>	<p><b>Block I</b> <b>November 4-5</b> <b>Labor Law</b> Amy J. Zdravecky Partner Barnes &amp; Thornburg</p>	
<p><b>Block II</b> <b>August 14-15</b> <b>Employment Discrimination Law</b> James P. Carter Principal Jackson Lewis</p>	<p><b>Block II</b> <b>September 25-26</b> <b>Employment Discrimination Law</b> Jacqueline F. Kalk Partner Littler Mendelson</p>	<p><b>Block II</b> <b>October 23-24</b> <b>Employment Discrimination Law</b> James P. Carter Principal Jackson Lewis</p>	<p><b>Block II</b> <b>November 6-7</b> <b>Employment Discrimination Law</b> Jacqueline F. Kalk Partner Littler Mendelson</p>	Faculty
<p><b>Block III</b> <b>August 16 (half day)</b> <b>Special Issues</b> James P. Carter Principal Jackson Lewis</p>	<p><b>Block III</b> <b>September 17 (half day)</b> <b>Special Issues</b> Jacqueline F. Kalk Partner Littler Mendelson</p>	<p><b>Block III</b> <b>October 25 (half day)</b> <b>Special Issues</b> James P. Carter Principal Jackson Lewis</p>	<p><b>Block III</b> <b>November 8 (half day)</b> <b>Special Issues</b> Jacqueline F. Kalk Partner Littler Mendelson</p>	
				
<p>Surround yourself in luxury and convenience at Newport Beach Marriott Hotel &amp; Spa. Enjoy easy access to California's most pristine beaches, popular attractions such as Balboa Island and Corona del Mar, and premier shopping and dining at Fashion Island. Slumber in style in our spacious guest rooms and suites featuring sweeping Pacific Ocean views, plush furnishings, and expansive marble bathrooms. Treat yourself to tranquility at Pure Blue, or full-service spa, a saltwater lap pool and state-of-the-art fitness center. Savor exquisite dining at Sam &amp; Harry's, our renowned steakhouse.</p>	<p>Immerse yourself amid a dazzling downtown landscape at The Westin Michigan Avenue Chicago on the Magnificent Mile. Find your respite in stylishly appointed hotel rooms and suites, featuring spacious floor plans, fantastic views, 55-inch flat screen televisions, Heavenly® Beds and signature bath amenities. Explore nearby attractions, including Millennium Park, Magnificent Mile shopping, Maggie Daley Park, United Center, Soldier Field, and Navy Pier. Thrill your palate with distinctive fare at The Grill on the Alley, named to the Fine Dining Hall of Fame by Nation's Restaurant News. After a day of business or fun, exhilarate your body in our WestinWORKOUT® Fitness Studio or soothe your senses at the Body Rituals Boutique Spa.</p>	<p>The 4-star Planet Hollywood Resort features rooms that meet its Hollywood theme, each room is dedicated to a certain movie and feature actual props and memorabilia from the film. You're just minutes away from the Bellagio, the Cosmopolitan, Paris Casino, the Desert Passage Shops and the Shops at Crystals. Guest rooms include 42-inch plasma tv's, pillow-top mattresses and PH Hip Luxury Bedding. Enjoy two outdoor pools, a children's pool, the strip's first FlowRider Wave-in-a-Box Double, a full-service spa, and fitness center. Hungry? The resort is home to 20 onsite restaurants. Feel like shopping? More than 150 world-class and one-of-a-kind retail shops and several unique restaurants can be found in the Miracle Mile Shops.</p>	<p>Relax in the heart of it all at Hyatt Regency Crystal City. The hotel is perfectly positioned for easy access to Virginia and the entire DC-metro area. Enjoy a complimentary shuttle to the airport and easy access to Metro transportation. Within minutes, you can be exploring the nation's best monuments and museums. Prefer to stay local? Arlington has plenty of attractions, including luxury shopping and dining in Clarendon, the historic Arlington Cemetery or hiking in nearby Great Falls Park. Within the spectacularly updated Hyatt Regency Crystal City, you'll enjoy the perfect combination of luxury and convenience.</p>	Hotel & City Information

We reserve the right to modify curriculum and to change instructors when such changes are advisable for academic reasons, or when circumstances are beyond our control.

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"The program was well designed. Each section built on the last, so it was structured, and the learning was ordered. Pace was adjusted to suit the participants. The presenters were engaging and authentic and their ability to bring in real life examples to discuss and analyze really helped with developing of knowledge base."

Leanne White  
People Leader, U.S.  
GHD Services Inc.  
Houston, Texas

"Great, I enjoyed the focus on case studies."

Amanda Bates  
Employee Relations Staff IV  
The Aerospace Corporation  
Chantilly, Virginia

"Enjoyed the instructors; both were very knowledgeable."

Jennifer Messina, PHR  
Human Resources Manager  
CC Industries  
Chicago, Illinois



IAML's Executive Director Robert M. Lee with a recent IAML attendee.

### Best Practices Insights

IAML's programs do more than just provide you vital information...they provide you with the "best practices" insights you need to confidently function at your best.

## Seminar Content

### Overview

The Certificate in Employee Relations Law<sup>SM</sup> Seminar is divided into three "blocks" of instruction, with the blocks presented over 4½ consecutive days at many locations nationwide.

Each block has an experienced, highly rated attorney as the principal teaching resource. Please see the seminar schedule (pages 10 and 11) for details regarding specific locations and faculty.

The extensive materials for each block of instruction are used as a resource during the seminar, and designed to serve as desktop references on the job.

### Block I: Labor Law in the Union and Non-Union Workplace

Monday and Tuesday  
8:00 AM - 4:00 pm

### Block II: Employment Discrimination Law

Wednesday and Thursday  
8:00 AM - 4:00 pm

### Block III: Special Issues in Employee Relations Law

Friday 8:00 am - 12:00 noon

## Block I: Labor Law in the Union and Non-Union Workplace

### Overview of Laws Governing the Employer-Union Relationship

- Analysis of the provisions of the National Labor Relations Act and other applicable laws.
- Practical guide to understanding and successfully dealing with the National Labor Relations Board.

### Practical Guidance for Managing Non-Unionized Employees

- How to minimize legal risk through good hiring practices.
- Identification of the most important employment policies.
- How to use performance evaluations effectively.
- The keys to avoiding an employment-related lawsuit.
- How to conduct effective internal investigations.
- Managing leaves of absence effectively.
- Why employees unionize—recurring problems in the non-union workplace.
- Preventive measures to avoid union organizing efforts.

### NLRA Protected Concerted Activity and Handbook Issues for Non-Union Employers

### Changes in the Law and How they Affect You—The Election Process

- Examination of election procedures—statutory provisions and NLRB processes.
- How to conduct a legal and effective campaign against unionization.

### Collective Bargaining

- What should management want in a collective bargaining agreement?
- How to get what you want out of the collective bargaining process.
- Extent of duty to bargain in good faith.
- The correlation between collective bargaining agreements and employee handbooks.

### Strikes and Picketing Activity

- Legal limits on strikes, picketing, and employer responses.
- Legal remedies and best strategies for dealing with actual or threatened strikes, picketing, and boycotts.

### Operating Under a Collective Bargaining Agreement

- Living with a collective bargaining agreement.
- Making effective use of the grievance procedure.
- Preparing for and winning arbitration cases.

### Successorship and the Law

- Buying a business whose employees are unionized
- Understanding your rights and liabilities in mergers and acquisitions.

### Ending the Union Relationship

- The decertification process.
- Other non-election means through which to legally end the relationship.

## Block II: Employment Discrimination Law

A survey course that examines legal theories under Title VII and other Civil Rights Acts, including discrimination and harassment based upon race, sex, religion, national origin, age, and disability.

- Analyzes race, color and national origin discrimination claims under Title VII and the Post-Civil War Civil Rights Acts.
- Examines the various theories of sex discrimination, including such issues as pregnancy discrimination, employee benefits design and equal pay.
- Discusses sexual and other types of harassment, investigations and policies employers need to mitigate their risk of liability.
- Reviews trends in protecting the rights of persons based on sexual orientation.
- Updates religious discrimination issues, including employer obligations to accommodate employees' religious practices..

### Strategies and Practical Advice for Dealing with Issues Under the Americans with Disabilities Act and the Family and Medical Leave Act

- A thorough examination of the Americans with Disabilities Act and the effective handling of the disabled employee, including a discussion of the changed standards under the Americans with Disabilities Act Amendment Act.
- An analysis of current decisions interpreting an employer's rights and responsibilities under the Americans with Disabilities Act.
- An examination of the Family and Medical Leave Act, its regulations, and recent cases dealing with leave issues.

### An Update on Developments in the Law Under the Age Discrimination in Employment Act

- An examination of developing legal issues, including disparate impact claims and defenses.
- A review of issues associated with employee benefits designs, especially severance benefits..

Visit IAML's website [www.IAML.com](http://www.IAML.com) for more details on the seminar content.



### Resolving Discrimination Claims Without Litigation

- Resolving complaints internally and encouraging employees to use your procedures.
- Avoiding litigation through binding arbitration.
- A discussion of recent court decisions concerning the enforceability of agreements to arbitrate employment claims and class claims.

### Litigating Discrimination Claims

- A review of the case handling process under EEOC regulations.
- How to win your case at the administrative level.
- An examination of effective litigation strategies.
- Avoidance of retaliation claims.
- Settlement strategies, including pre-charge settlements as well as settlements in conjunction with agencies.

### An Examination of Affirmative Action

- A detailed discussion of voluntary affirmative action trends.
- An examination of the requirements of Executive Order 11246 for government contractors.
- How to prepare affirmative action plans.
- Dealing with the OFCCP effectively.
- Update on judicial opinions regarding affirmative action and "reverse discrimination."

## Block III: Special Issues in Employee Relations Law

This block will address specific employment law/labor law issues of interest to participants not covered in Blocks I and II plus up-to-the-minute laws, regulations and court decisions. Topics may include:

### Wage and Hour Issues

An examination of the Fair Labor Standards Act and regulations affecting the categorization of employees as exempt from minimum wage and/or overtime premium pay and calculating overtime premium pay under various pay arrangements.

### Wrongful Discharge Litigation

An examination of the various theories of recovery arising from employee discipline and discharge. An examination of litigation prevention techniques including practical suggestions regarding employment policies, internal review procedures, and discipline/termination decision making and implementation.

- Assessments of effective litigation strategies in response to these developments.
- A discussion of post-employment inquiries and the use of separation agreements as a litigation avoidance tool.
- State Wrongful Discharge Law

### Employment-Related Tort Litigation

- Defamation claims arising from communications to employees, other employers, customers and others.
- Intentional infliction of emotional distress.
- Intentional interference with contract or prospective business advantage.
- Fraudulent or negligent misrepresentation.
- Negligent hiring, supervision entrustment and supervision.

### Alternative Dispute Resolution

- Pros and cons.
- Utilization of arbitration agreements.
- Features of an effective ADR System.

### Substance Abuse in the Workplace

- Legal restrictions and considerations in developing and implementing effective policies and programs.

### Workplace Privacy Claims

- Workplace searches and related issues.
- Employee monitoring and pending legislation.
- Emerging types of claims.

### Protecting Confidential Information

- What is protectable.
- How to protect it.

## Professional Education

### Human Resource Certification Institute (HRCI)

This seminar has been approved for 29.75 (general) recertification credit hours toward PHR, SPHR, and GPHR recertification.

### Society of Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. Earn 29.75 PDCs by attending this 4½ day seminar.

### Continuing Legal Education Credits

California and Pennsylvania: This activity has been approved for Minimum Continuing Legal Education credits by the State Bars of California and Pennsylvania in the amount of 29.75 credit hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bars of California and Pennsylvania governing minimum continuing legal education.

Other States: This seminar has been approved for CLE credits in many other states. Please call IAML to see if your state has been approved for CLEs this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

### International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification.

## IAML's E-Learning Solutions

IAML offers more than 80 titles of online training courses complemented by easy-to-use learning management systems and support services.

IAML's e-learning course topics range from employment law compliance and environmental, health and safety to business and managerial skills. Each online training course is concise and engaging, while addressing core business training needs.

For more information, please call IAML at (949) 760-1700 or e-mail [iaml@iaml.com](mailto:iaml@iaml.com).

"I thoroughly enjoyed the instructors. They kept it interesting by sharing their experiences. A lot of humor as well!"

Georganne Chapman  
Performance Management/Employee Relations Program Manager  
Denver Board of Water Commissioners  
Denver, Colorado

"A wealth of information. Great topics and very interactive."

Kristin Stinson  
Human Resources Training & Compliance Officer  
SOC Nevada, LLC  
Hawthorne, Nevada

"Instructors were very engaging."

Sara Gunnell, SPHR, SHRM-SCP  
Senior Human Resources Business Partner  
Pacific Life Insurance Co.  
Newport Beach, California

"The content of the class combined with the competence of the facilitators made this class a worthy investment. I feel that I was able to gain understating into topics that I would normally not be exposed at a high level of insight."

Laura Pena  
Human Resources Business Partner  
Ikea North America Services, Inc.  
Brooklyn, New York

"I was very impressed with the content. It was very comprehensive. Wayne Williams is an incredible presenter. I am very pleased I attended."

Don Beck  
Human Resources/Training Manager  
Southwest Division  
O'Reilly Automotive Stores, Inc.  
Springfield, Missouri

# Faculty Biographies

## A Superb Faculty

IAML's faculty is not only highly qualified and well credentialed, they also possess the platform skills to make IAML programs stimulating, interesting and memorable. Remarkably, many faculty have been presenting IAML programs for more than two decades.

IAML's faculty is totally committed to creating and presenting seminars that are practically-oriented, completely current and both enjoyable and worthwhile for participants.

### GAVIN S. APPLEBY



is a partner with the law firm of Littler Mendelson P.C. He previously was Chief Litigation Counsel with Kimberly-Clark Corporation. He received his B.A. degree from West Virginia Wesleyan College (*magna cum laude*) and his J.D. degree from the University of Virginia, where he was a member of the University's 4-person National Moot Court Team. In the course of his career, Mr. Appleby has tried or arbitrated in excess of 150 cases. He has handled over 75 union campaigns, none of which resulted in continuing union representation at any of the facilities in question. Mr. Appleby is a member of the American Bar Association and The State Bar of Georgia. He has written a number of published articles on employment and labor law issues, and is the co-author of a text on pre-employment testing. Mr. Appleby is also a featured instructor in IAML's Advanced Conferences, HR Workshops and many of IAML's in-house programs. Mr. Appleby is consistently rated one of IAML's best instructors. Participants value Mr. Appleby's practical and realistic approach to employment issues, and his relaxed but professional presentation skills.

### JOSEPH L. BEACHBOARD



is a nationally recognized expert on employment law issues. He is currently a partner in Ogletree Deakins, where in addition to helping employers with workplace law issues, he is chair of his firm's client service committee. He previously practiced law at Paul, Hastings, Janofsky & Walker and was founder and publisher of a series of monthly employment law newsletters. Mr. Beachboard earned a B.A. *magna cum laude*, from Whittier College, and his J.D. from Vanderbilt University School of Law.

### STEPHEN L. BERRY



is a partner with the law firm of Paul, Hastings, Janofsky & Walker LLP and is Chair of the Employment law department in the firm's Costa Mesa, California office. Mr. Berry is a Fellow in the American College of Labor and Employment Lawyers, and has been named in The Best Lawyers in America. He received his J.D. degree from the J. Reuben Clark School of Law at BYU, where he was an associate editor of the Utah Bar Journal and was a member of the Order of Barristers. Mr. Berry specializes in the representation of public and private employers in all aspects of employment law and labor relations, including defense of wage and hour class actions and providing preventative advice and counseling. Mr. Berry has been on the faculty of IAML for over 10 years, is a frequent lecturer on employment law topics and has authored articles on a variety of employment law topics, including "Wrongful Termination: Ten Keys to Avoiding a Day in Court."

### BLAKE R. BERTAGNA



is an associate in the Employment Law Department of Paul Hastings where he defends employers in both the federal and state courts in complex employment litigation, including class action and multi-plaintiff employment discrimination lawsuits, wage and hour class and collective actions, and trade secrets and restrictive covenant matters, as well as individual cases for discrimination, harassment, retaliation, wrongful discharge, and other statutory, contract, and tort claims. Mr. Bertagna also represents clients who are undergoing OFCCP audits, regularly provides preventative advice on employee leave, affirmative action compliance, employment policies, wage and hour compliance, investigations, and employment practices reviews. He received his J.D. from BYU's J. Reuben Clark Law School.

### JAMES P. CARTER



is a partner in the Employment Law Department with Jackson Lewis, in its Orange County, California office, where he concentrates his practice in the defense and counseling of employers on all aspects of employment law, including employment discrimination, harassment and wrongful termination litigation, wage and hour claims, breach of contract claims, and workers' compensation issues. Mr. Carter brings to this practice prior litigation experience as a workers' compensation applicant's attorney and litigation counsel for the insurance industry. He received his J.D. degree from BYU's J. Reuben Clark School of Law.

### BRIGHAM M. CHENEY



is a partner in the Labor and Employment practice with Partner, Atkinson, Andelson, Loya, Ruud & Romo. He represents employers in all aspects of labor and employment law. His traditional labor practice includes representing employers in collective bargaining negotiations, critical work stoppage scenarios, grievance arbitrations, contract administration, business transactions, technology implementation, and litigation of unfair labor practice charges before the National Labor Relations Board. Mr. Cheney received his B.A. from Brigham Young University and his J.D. from the University of Chicago Law School. He has been selected by *Southern California Super Lawyers* as a Rising Star in the field of Employment and Labor Law for five of the last six years (2009-2011, 2013-2014.)

### RAYMOND M. DEENY



is a resident partner of the firm Sherman & Howard. He is a member of the firm's three person executive committee. He handles various types of labor relations matters such as National Labor Relations Board representation election and unfair labor practice proceedings, with special emphasis in the health care and construction industries. Mr. Deeny also is substantially experienced in state and federal injunction proceedings and other litigation proceedings, including equal employment opportunity and contract and tort litigation arising from the employer-employee relationship. His B.A., *magna cum laude*, in 1974 and law degree, *cum laude*, in 1977 were conferred by Arizona State University. Mr. Deeny has been selected by the ABA as a management representative to the ABA's Labor Section, Major Developments, under the N.L.R.A., and is a member of the Colorado Bar Association Labor Law Committee. Mr. Deeny is a highly popular 25-year veteran instructor. In addition to presenting IAML's Advanced Conferences and many in-house programs for IAML clients, he is also featured in IAML's extensive DVD-based training products. Mr. Deeny's engaging sense of humor, savvy insights and terrific platform skills earn him consistently outstanding ratings from participants. He is widely regarded to be among the nation's finest employment law instructors.

### BRENDA K. HEINICKE



is an attorney in private practice in Colorado Springs, Colorado. Ms. Heinicke opened her own law firm in March 2005 where she specializes in representing employers in a broad range of workplace issues. Her expertise encompasses advising and defending human resources professionals and managers on compliance matters related to federal, state, and local labor and employment laws, including anti-discrimination laws, wage and hour laws, drug and alcohol policies and testing procedures, workplace privacy issues, wrongful termination, non-compete agreements and contract issues. Ms. Heinicke is committed to assisting her clients in implementing and complying with best practices in the workplace designed to avoid costly and time-consuming litigation. To that end, she has been a key presenter for IAML in both public and on-site seminars for more than 15 years. Ms. Heinicke is unique in her ability to combine hands-on, practical solutions to legal issues with a high degree of energy and a keen sense of humor. Ms. Heinicke graduated from the University of Denver School of Law, where she received her JD, with honors, and was selected for the Order of St. Ives. Prior to launching her own firm, Ms. Heinicke served as a criminal prosecutor and for eight years in the labor and employment department of a large Denver-based firm.

### JACQUELINE E. KALK



is a partner with Littler Mendelson P.C. where she represents and counsels management clients in a wide variety of industries, including manufacturing, construction, crowd sourcing and virtual companies. Her practice encompasses a broad range of employment law matters, with a particular focus on independent contractor classification and wage and hour litigation and analysis. She litigates individual, class and collective claims of all types, appearing in state and federal courts and before administrative agencies on matters such as: Independent contractor classification, Wage and hour, Equal pay and Equal employment matters. Ms. Kalk's expertise extends to counseling management on how to properly classify workers, avoid litigation and develop necessary policies and practices. She also has implemented training classes for employers in a wide variety of venues targeted at understanding the litigation process and avoiding litigation. Additionally, she has published articles on employment law issues, such as the Family and Medical Leave Act, and speaks on a national basis to human resource professionals regarding employment law and wage and hour issues. She received a J.D., *magna cum laude*, from Syracuse University College of Law and a BA, *summa cum laude*, from University of North Dakota.

### JASON C. KIM



is a partner with Neal, Gerber & Eisenberg's labor and employment practice group, where he represents employers in all aspects of labor and employment law. He defends employers in arbitration and litigation matters brought under a variety of employment-related statutes. He represents and counsels clients in the full range of traditional labor matters. He earned his J.D. *cum laude* from the University of Illinois.

### SAM MATCHETT



is a Diversity Partner in King & Spalding's Atlanta Labor & Employment Practice Group. He concentrates his practice on employment relationship matters, with an emphasis in employment law litigation in both state and federal courts, governmental agencies, and arbitration tribunals. In addition to his litigation practice, Mr. Matchett provides general client advice on the avoidance of employee-related problems and presents seminars concerning all aspects of employment law. He is admitted to practice before the United States Supreme Court and several appellate courts. Additionally, Mr. Matchett was recently selected by Chambers USA as a leading lawyer in his practice area, named to Georgia Trend magazine's "Legal Elite" – a list of Georgia attorneys chosen by their peers as the leading lawyers in their practice areas, and is designated in the most recent edition of The Best Lawyers in America for employment law. Mr. Matchett received his J.D. from the University of Georgia. He has served as a faculty member for IAML for several years.

## THEODORE A. OLSEN



is a partner in the firm of Sherman & Howard. As Department Manager of the firm's Labor and Employment Law Department, he represents employers in employment-related litigation and counsels employers on all workplace legal issues. Mr. Olsen received his law degree from the University of Colorado, where he graduated first in his class and was elected to the Order of the Coif. He served as an adjunct professor of employment discrimination law at the University of Colorado School of Law. Mr. Olsen was Chairman of the Colorado Bar Association Labor Law Committee for the year 1986-87. He was selected to be included in *The Best Lawyers in America*.

## DAVID B. RITTER



is a partner and chair of Barnes & Thornburg's labor and employment law practice group. His practice includes representation of management in all areas of labor and employment law. Mr. Ritter is a member of the ABA Sections of Labor and Employment Law and Litigation, and is a frequent seminar speaker on a variety of employment law topics. He has published

numerous articles, and has been a contributing editor to the publications *Employment Discrimination Law*, and *The Developing Labor Law*. Mr. Ritter is a graduate of Case Western Reserve University School of Law, cum laude, Law Review, and Cornell University School of Industrial and Labor Relations. Mr. Ritter is a former human resources professional for Mobil Oil Corporation.

## PATRICK R. SCULLY



is a partner in the Labor & Employment Department of Sherman & Howard's Denver office. He represents employers in all aspects of labor relations, including trials and representation cases before the NLRB, state and federal court litigation, contract negotiation, grievance and arbitration, strikes, boycotts, corporate campaigns and other labor disputes. Mr. Scully also represents employers on various employment law matters including state and federal court litigation of claims for violations of Title VII, the Americans with Disabilities Act and other allegations of discrimination. Previously, Mr. Scully was in-house counsel for the Oil, Chemical and Atomic Workers International Union, a staff attorney at the National Labor Relations Board, and Associate General Counsel for Anheuser-Busch Companies, Inc. He is an honors graduate of St. John's University School of Law.

## BRYAN STILLWAGON



is a Partner in the Labor & Employment Group of Thompson Hine's Atlanta office. His experience covers a broad spectrum of issues affecting the employer-employee relationship. In addition to defending against numerous claims brought by plaintiffs and the EEOC under Title VII, the ADEA, and the ADA, Mr. Stillwagon has spent significant time advising and defending clients in exempt status and independent contractor matters under the FLSA on both an individual and collective action basis. He was listed in *Georgia Trend's* 2013 Legal Elite and is the co-author of "How Much Leave is Enough? Reasonable Accommodation, Undue Hardship, and the Intersection of the FMLA and the ADA," published in the *Employee Relations Law Journal* (Spring 2014). Mr. Stillwagon earned his J.D., cum laude, from the University of Georgia School of Law and his B.A. in International Affairs with a minor in Spanish, *summa cum laude*, from the University of Georgia.

## GREGG JAY TUCEK



is an attorney and Vice President of Legal Affairs for Bashas', Inc. Formerly, he was a partner with the law firm Sherman & Howard where he practiced exclusively in the area of traditional labor and employment law. He represented employers in preventing and defending lawsuits in personnel-related litigation brought by individuals and government agencies.

He is a member of the Labor and Employment Law Section of the Arizona and American Bar Associations. He received his law degree, cum laude, from William Mitchell College of Law. Mr. Tucek is admitted to practice before the Supreme Court of Arizona, Supreme Court of Minnesota, the United States Court of Appeals for the Eighth, Ninth and District of Columbia Circuits, and the United States District Court for the Districts of Arizona and Minnesota. Mr. Tucek's high-energy presentations feature "street-smart" insights and legal expertise.

## WAYNE W. WILLIAMS



is an attorney in private practice in Colorado Springs. His practice includes employment discrimination and wrongful discharge litigation, employment law advice, traditional labor law, and wage and hour law. He received his J.D. degree from the University of Virginia where he was on the editorial board of the *Journal of Law and Politics*. He was appointed to the National Association of Counties Labor and Employment Steering Committee.

## WILLIAM A. WRIGHT



is a member in Sherman & Howard LLC's Denver office. He represents large and small employers in state and federal litigation and administrative proceedings over employment issues, including discrimination, retaliation and whistle-blowing, contract and tort claims, and employee benefits. He also advises employers on a broad range of issues, including employment policies and practices, employment contracts, covenants not to compete, employee relations, and discipline and discharge. Mr. Wright received his law degree from the University of Chicago School of Law, his Ph.D. in Philosophy from the University of North Carolina, and his B.A. with highest honors from Purdue University. Before law school, Mr. Wright taught ethics, ethical theory, and social and political philosophy at North Carolina State University and Louisiana State University.

## JOHN F. WYMER, III



is a partner with the law firm of Thompson Hine in their Atlanta, Georgia office, specializing in labor and employment law on behalf of management clients. He received his B.A. from the University of Alabama in 1971 and J.D. from the University of Virginia in 1974. Mr. Wymer is a member of the ABA and a member of the Committee Development of

the Law under the NLRA. He is a lecturer on labor relations matters at Georgia State University and the University of Alabama, and has spoken throughout the country to various associations and professional groups. He is a Contributing Editor for *The Developing Labor Law*. Since 1995, Mr. Wymer has been listed in the publication, *Best Lawyers in America* in the areas of Labor and Employment Law. In 2001, Mr. Wymer was elected as a Fellow by The College of Labor and Employment Lawyers. Mr. Wymer is among the nation's most sought after speakers. He presents parts of the Certificate in Employee Relations Law and Advanced Conferences (which he has done for more than 25 years!). He is also featured in IAML's DVDs. Mr. Wymer has extraordinary teaching skills, a witty and engaging delivery style, and the legal skills and knowledge to make his presentations extremely valuable and entertaining too.

## AMY J. ZDRAVECKY



is a partner in the Chicago and Grand Rapids offices of Barnes & Thornburg and a member of the firm's Labor and Employment Law Department. She counsels employers throughout the country on traditional labor relations and employment law matters; focusing specifically on National Labor Relations Board proceedings, union-organizing campaigns and NLRB elections, arbitrations, collective bargaining and other contract negotiations and employment discrimination issues. She has significant experience representing employers in retail, hospitality, warehouse, distribution, manufacturing, food production, transportation and healthcare industries. She counsels and trains clients on employee relations, union avoidance, collective bargaining strategies, sexual harassment, and compliance with state and federal employment laws and has a deep understanding of Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act and the Fair Credit Reporting Act. Ms. Zdravecky is a fellow of the American College of Labor and Employment Lawyers and is a member of the American Bar Association and its Labor and Employment Section and is the management chair of the Subcommittee on the Development of the Law under the NLRA. She is also an editor of the *Developing Labor Law*. She was recognized on the Illinois Super Lawyers list for Employment & Labor in 2017 and in Chambers USA from 2009-present. She has been listed in *Leading Lawyers* from 2014-present for her labor and employment work. She received her JD from the University of Michigan Law School.

**"The seminar was very helpful, enjoyable and engaging. I did recommend the seminar to my HR Director."**

**Shavona Booker**  
Human Resources Administrator  
City of Riviera Beach, Police & Fire Personnel  
Riviera Beach, Florida

**"Excellent seminar. Jim Carter presented us with some great thought-provoking scenarios that made us put on our critical thinking caps as we worked through them."**

**Elina Rojas, PHR, SHRM-CP**  
Labor & Employee Relations Representative  
Orange County Transportation Authority  
Orange, California

**"This seminar was beneficial due to the sharing of real life situations and how they relate to federal laws."**

**Jill Kaney**  
Human Resources Director  
HCA Healthcare, HealthTrust Supply Chain  
Denver, Colorado

**"I enjoyed the opportunity to delve deeper into the issues we regularly face. Receiving the insights of the instructors from real-world examples, was extremely helpful. Thank you for the time that you put into these classes."**

**Zachary Englander**  
Division Total Rewards &  
Associate Relations Manager  
QFC, a Kroger Company  
Bellevue, Washington



# In-House Training

## Why use IAML's In-House Training?

### Flexibility

Content, schedule, length and location are tailored to your needs.

### Cost-Effective

Travel savings and other savings can be substantial.

IAML's Finest Faculty

IAML matches your specific needs to the skills and experience of only our highest-rated faculty.

### Track-Record

More than 99.5% of all participants have rated IAML's in-house training as beneficial and worth the investment of time and money.

### References

IAML is pleased to provide references relating to our experience, track record and capabilities.

### Risk-Free

IAML's in-house training is so effective and well received, we guarantee your satisfaction.

Please call Bob Lee, Executive Director of IAML at (949) 760-1700 to discuss your in-house training needs and how we might help.

## In-House Clients

Some recent clients for IAML In-House Training include: American Express, American Family Insurance Co., AmSurg Corporation, AutoZone Inc., Center City District, Chickasaw Nation, Christopher & Dana Reeve Foundation, City of Ontario, City of Overland Park, Claremont University Consortium, Copper River Native Association, County of Clark, County of Lewis, Deere & Co., Dropbox, Fairbanks Native Association, Harcros Chemical, HomeGoods, Home Depot, Inc., KBS, Mountain Area Credit Union, NBTY Inc., Nestle Purina PetCare, Nihon Kohden America, Inc., Pearson Higher Education Services, Premier, Inc., Reedy Creek Improvement District, Safelite Group Inc., Skechers U.S.A., Inc., Socorro Independent School District, Sun Communities, Inc., ThedaCare, UBS Investment Bank, USAA, Vanguard Group, Inc., Wal-Mart Stores, Inc.

## In-House Titles

IAML can customize any of our 4 day seminars or 2 day seminars, workshops or conferences to fit your on-site training needs. In addition, some of our most popular compliance topics include: California AB1825 Harassment Training; Conducting Effective Negotiations; Conflict Resolution; Customer Services Excellence; Developing Coaching & Consulting Skills; Diversity & Inclusion; Effective Business Communication; Employee Benefits 101; Employee Relations for Executives; Employment Compliance Law; Health & Welfare Plans; How to Properly Conduct Workplace Investigations; HR Strategic Management & Planning; Labor Relations 101; Leadership Skills for Executives; Mediation and Arbitration; Overview of Employment Laws for Supervisors & Managers; Overview of Environmental Laws; Overview of OSHA; Positive Employee Relations for Supervisors & Managers; Professional Interaction in the Workplace; Retirement Plans; Sarbanes-Oxley Compliance Training; Sexual Harassment Prevention; Supervising & Managing a Diverse Workplace; Train-the-Trainer (any employment law topic); Workplace Harassment & Discrimination Avoidance; Workplace Violence/Workplace Bullying Prevention

**"IAML never disappoints! We were so happy to bring Gavin Appleby in to our offices for an overview of employment law program customized to our needs. His presentation was practical and informative."**

Marcel Menendez  
Head of Employee Relations and Work Force Transition  
USAA  
San Antonio, Texas

## IAML's Webinars

### Up-to-the-minute training for your entire team.

IAML's webinars provide timely and informative recommendations, suggestions, applications and "best practices" insights on important topics.

Presented by IAML's extraordinarily talented faculty, these webinars are professionally rewarding, enjoyable, convenient and economical. An unlimited number of participants at a single location can participate for one registration fee.

The fee for these conferences is only \$219.00

For more information on IAML's webinars and to be sure to receive e-mail updates on future webinars, please call us at (949) 760-1700.

On demand webcasts are available.



# IAML DVD Training

## Employment Law Compliance Program<sup>SM</sup>

Certification Program for Supervisors and Managers<sup>SM</sup>



John F. Wymer III (left) Partner in Thompson Hine and Raymond M. Deeny (right) Partner in Sherman & Howard on the production set.

IAML's self-contained DVD-based compliance training for supervisors and managers offers employers a powerful tool to improve business practices and greatly reduce risks from employment related lawsuits.

In fact, recent Supreme Court decisions practically require employers to provide training in lawful employment practices to every supervisor and manager. Complicated employment laws such as sexual harassment, employment discrimination, ADA, wrongful termination, and other issues present substantial risks for employers and impact every organization. Supervisors and managers especially need training in these subjects to improve their effectiveness and reduce their exposure to costly lawsuits.

IAML's Employment Law Compliance Program<sup>SM</sup> attacks these critical training issues head-on by providing a total training solution, which is easy to implement. The program features Raymond M. Deeny and John F. Wymer, III, popular IAML presenters and nationally renowned employment attorneys.

### The solution consists of three components:

- 1. A five-title DVD series** designed specifically to train supervisors and managers in critical employment law topics.
  - Laws That Prohibit Discrimination In The Workplace: What They Are And What They Mean (23 min.)
  - Harassment In The Workplace: Understanding It And Preventing It (16 min.)
  - Understanding The Americans With Disabilities Act (19 min.)
  - Hiring Employees—Avoiding Costly Mistakes; And When Discharge Becomes Unavoidable—How To Do It Right (33 min.)
  - Using The Best Employment Practices On The Job (22 min.)
- 2. A written test** that can be sent to supervisors and managers after they complete viewing the tapes. The test is prepared and administered by IAML.
- 3. Certification by IAML** can be issued to both the employee and the employer signifying that satisfactory completion of the training has been accomplished.

### IAML testing and certification are optional.

Licensing Options: Call to receive a quote on purchasing a license to transfer these DVD's onto your internal network LMS, bringing your costs down considerably to provide consistent and accurate training to all your supervisors and managers.

## IAML 33-Title Employment Law DVD Series

### Solutions for Every Employer

These DVD's feature Raymond M. Deeny and John F. Wymer, III, nationally prominent employment lawyers. They have the knowledge, experience and savvy to make these topics interesting and effective for their target audience. It's no wonder that these DVD's are already being used very successfully by thousands of organizations. Whether you have 50 employees or 50,000, these DVD's can be the cornerstone of a cost-effective program to prevent employment law problems. If these DVD's help you avoid even one lawsuit, even one that you win, they will be a terrific investment.

- 1** Lawful and Effective Discipline and Termination: Avoiding Wrongful Terminations (20 minutes)
- 2** Discrimination Laws: What Supervisors and Managers Need to Know (19 minutes)
- 3** Avoiding Sexual Harassment Problems in the Workplace (30 minutes)
- 4** Substance Abuse in the Workplace: Guidelines for Supervisors and Managers (20 minutes)
- 5** The ADA: Guidelines for Supervisors and Managers (24 minutes)
- 6** Understanding the Family and Medical Leave Act (24 minutes)
- 7** Avoiding Violence in the Workplace (20 minutes)
- 8** Effective Interviewing and Screening (15 minutes)
- 9** Evaluating Employees: Doing it Right! (18 minutes)
- 10** Alternative Approaches to Costly Litigation (18 minutes)
- 11** How to Investigate and Respond to Sex and Other Harassment Charges (27 minutes)
- 12** How to Respond to EEOC Charges (27 minutes)
- 13** Contract Employees: The Co-Employment Dilemma (23 minutes)
- 14** Handling the Problem Employee (26 minutes)
- 15** How and When to Settle Complaints and Other Employment Lawsuits (37 minutes)
- 16** Positive Employee Relations (20 minutes)
- 17** Supervisors/Managers Role in a Union Campaign (23 minutes)
- 18** Auditing Your Employment Practices (25 minutes)
- 19** Employee Relations Primer (10 minutes)
- 20** Employment Laws That Every Employer and Manager Needs to Know (26 minutes)
- 21** Avoiding Age Discrimination Problems in the Workplace (28 minutes)
- 22** Privacy Issues in the Workplace (20 minutes)
- 23** How to Avoid Legal Problems Arising from Downsizing and Restructuring (31 minutes)
- 24** Managing Internal Investigations (28 minutes)
- 25** The "Bermuda Triangle": ADA, FMLA, and Workers' Compensation Laws (23 minutes)
- 26** Employment Law Issues in the Digital Age (34 minutes)
- 27** Avoiding Employment Law Landmines: Deeny's and Wymer's Tips (30 minutes)
- 28** Employment Law for Marketing and Sales Professionals (27 minutes)
- 29** How to Reduce the Risks of Class Action Lawsuits (24 minutes)
- 30** Current Issues in Harassment: What Managers and Supervisors Need to Know (22 minutes)
- 31** How to Give Your Best Deposition or Testimony: Practical Do's and Don'ts (30 minutes)
- 32** Workplace Retaliation: What It Is and How to Avoid the Risks of Claims (13 minutes)
- 33** How to Handle Electronically Stored Information (ESI): Guidelines for Supervisors and Managers (11 minutes)

## Invest with Confidence

IAML's **Certificate in Employee Relations Law<sup>SM</sup> Seminar** has been synonymous with quality and value since 1979. Every aspect of the program is geared to ensure the most worthwhile and enjoyable program possible. Our gifted faculty, unparalleled materials, and current course content have produced tens of thousands of highly satisfied participants – year after year.

Why take chances with your professional development, not to mention your valuable time and money? Invest in a program you can trust, a proven seminar that can make a difference to you professionally – the **Certificate in Employee Relations Law<sup>SM</sup> Seminar**.

**“Content for the whole week was great. I was impressed with both instructors and would love to have them representing my company.”**

Jeff Goolsby  
Distribution Manager  
Georgia Power Company  
Atlanta, Georgia

**“I appreciate the knowledge and experience of the instructors selected to teach this class.”**

Fred Woodward  
Total Rewards, Associate Relations  
Manager  
King Soopers, Inc.  
Denver, Colorado

# Registration Information

## To Register

Participants may register in a seminar by any of the following methods:

- ☎ **Call** IAML at (949) 760-1700 to reserve space(s).
- ☎ **Fax** the registration form to IAML at (949) 760-8192.
- @ **E-mail** your registration from our web site: [www.IAML.com](http://www.IAML.com)

(IAML will confirm fax and e-mail registrations in writing. If you do not receive confirmation within seven days, please call IAML.)

- ✉ **Mail** the registration form to IAML.  
450 Newport Center Drive, Suite 390  
Newport Beach, CA 92660

IAML has made arrangements for participants to receive especially attractive room rates at the hotels where the seminars will be held. To reserve a room at the hotels at this special rate, please make your hotel reservation at least four weeks in advance of the seminar and mention that you are participating in an Institute for Applied Management & Law seminar.

Registrants are responsible for making their own hotel reservations.

Please note: If you experience any difficulty in making your hotel reservation, even within the four weeks prior to the program you wish to attend, please call IAML. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

## Costs/Schedule

The fee for the full 4½ day Certificate in Employee Relations Law<sup>SM</sup> Seminar is \$2,375.00 which includes extensive, specially prepared seminar materials and coffee breaks daily. Registration fees for those wishing to enroll in only portions of the program are:

- Block I: \$1,050.00 (2 days)
- Block II: \$1,050.00 (2 days)
- Block III: \$550.00 (½ day)

Program schedule:

Monday through Thursday, 8:00am to 4:00pm  
Friday, 8:00am to 12:00 noon

## Tax Deduction

A tax deduction may be applicable for all expenses of continuing education (includes registration fees, travel, meals and lodging) undertaken to maintain and improve professional skills. (Treas. Reg. 1-16205 Coughlin vs. Commissioner, 203F2D307). Please consult your tax advisor for more details.

## Discounts

Once an organization has registered a representative for any of the full, 4½-day 2019 Certificate in Employee Relations Law seminars, subsequent registrants from the same organization are entitled to a discount. A \$200 discount will be given for each subsequent 4½ day registrant. A \$50 discount will be given for each subsequent partial program registrant.

To receive the discount, participants need not attend the same location or date. Discounts must be requested at the time of registration.

## Payment Options

A minimum of one half of the total fees due to IAML should accompany your registration, or a Purchase Order Number should be provided. The total fees payable should be received by IAML at least two weeks prior to the seminar. Arrangements such as deferred billing can be made to accommodate special circumstances by contacting us. IAML also accepts AMEX, Discover, MasterCard and VISA.

While registrations may be accepted within the two weeks prior to the beginning of a seminar, we suggest that you call IAML to confirm space availability.

Participants will receive a full refund of any fees paid if IAML receives written notification that they will be unable to attend at least two weeks prior to their program's starting date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another program within this two week period will be charged an additional fee of \$150.00. You may substitute an associate at any time.

## Group Discounts

Many organizations are already enjoying the benefits of group discounts to attend IAML public seminars. If your organization sends 5 or more representatives to IAML seminars in a 12 month period, you are eligible to receive the group discount. Employees need not attend the same IAML seminar or location to qualify for the group discount. To determine if your organization already qualifies for the group discount, or if you have any questions about IAML's discount opportunities, please call us at (949) 760-1700.

Unable to attend? To ensure that you receive IAML brochures in the future, please call us at (949) 760-1700.

# Registration Form

## The Certificate in Employee Relations Law<sup>SM</sup> Seminar

### I wish to register for the following Seminar:

I am registering for:

Complete Seminar

### Only the Block(s) indicated below:

Block I (Mon. & Tues.)  Block II (Wed. & Thurs.)  Block III (Fri.)

Participants may register in one or more blocks, although participation in all three blocks of the 4½ day seminar is recommended.

<input type="checkbox"/> Austin, TX January 28-February 1, 2019	<input type="checkbox"/> Orlando, FL July 15-19, 2019	<input type="checkbox"/> Las Vegas, NV October 21-25, 2019
<input type="checkbox"/> Scottsdale, AZ March 4-8, 2019	<input type="checkbox"/> Newport Beach, CA August 12-16, 2019	<input type="checkbox"/> Washington, D.C. November 4-8, 2019
<input type="checkbox"/> Atlanta, GA April 8-12, 2019	<input type="checkbox"/> Chicago, IL September 23-27, 2019	

Name:  Mr.  Ms. \_\_\_\_\_

Bus. Phone: \_\_\_\_\_ Ext.: \_\_\_\_\_ Fax#: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

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

Employer: \_\_\_\_\_

Employer Address: \_\_\_\_\_  
(Please include mail stop if required)

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Name as you would like it to appear on certificate (full seminar registrants only):  
\_\_\_\_\_

I request CLE credit for (State): \_\_\_\_\_ My Bar # is: \_\_\_\_\_

Total Fees Due (see opposite page): \$ \_\_\_\_\_

Please make checks payable to IAML IAML's Federal I.D. #95-3548502

Enclosed please find:

- Check in full payment (see opposite page)
- Deposit check for one half of full fees due
- Purchase Order No. \_\_\_\_\_
- Bill my employer
- I wish to pay by credit card

Charge to the following:	<input type="checkbox"/> AMEX	<input type="checkbox"/> Discover	<input type="checkbox"/> MasterCard	<input type="checkbox"/> VISA
Cardholder Name:	_____			
Card No.:	_____	Exp. Date:	_____	
Signature:	_____	Amount to be charged:	_____	

## To Register

A separate registration form should be completed by each participant. You may register in a seminar by any of the following methods:

### BY PHONE

Please call IAML at (949) 760-1700

### Office Hours:

Monday-Friday,  
8:00 a.m.-5:00 p.m.  
(Pacific Time)

### BY FAX

Please fax registration form to: (949) 760-8192. Our fax line is open 24 hours a day.

### BY E-MAIL

Please e-mail your registration from our web site: [www.IAML.com](http://www.IAML.com)

IAML will confirm fax and e-mail registrations in writing. If you do not receive confirmation within 3 days, please call IAML.

### BY MAIL

Please mail registration form to:

Institute for Applied  
Management & Law, Inc.  
450 Newport Center Drive  
Suite 390  
Newport Beach, CA 92660





# The Certificate In Employee Relations Law<sup>SM</sup> Seminar

2019



**Austin, TX**  
January 28-February 1, 2019



**Scottsdale, AZ**  
March 4-8, 2019



**Atlanta, GA**  
April 8-12, 2019



**Orlando, FL**  
July 15-19, 2019



**Newport Beach, CA**  
August 12-16, 2019



**Chicago, IL**  
September 23-27, 2019



**Las Vegas, NV**  
October 21-25, 2019



**Washington, D.C.**  
November 4-8, 2019

“I was very impressed that our instructors were relevant and currently practicing law. Their knowledge and ability to teach/lecture was incredible. I would recommend this training to all of my colleagues.”

John McMahan • Human Resources Generalist • Shaw Industries Group, Inc. • Dalton, Georgia

[www.IAAML.com](http://www.IAAML.com)



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