



THE CERTIFICATE IN EMPLOYEE RELATIONS LAWSM 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.

Scottsdale

March 2–6, 2020

Atlanta

April 20–24, 2020

Austin

June 15–19, 2020

Orlando

July 13–17, 2020

Newport Beach

August 17–21, 2020

Las Vegas

October 5–9, 2020

Chicago

October 26–30, 2020

Washington, D.C.

November 16–20, 2020



"The classroom participation was excellent and allowed us to share situations and get other perspectives in a safe space. This was the best employee relations seminar that I've ever attended."

JoAnne Guerrant • Employee Relations Manager • Delta Community Credit Union • Atlanta, Georgia



2020

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In Employee Relations
LawSM Seminar**

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This 4½ day seminar has been approved for 29.75 credit hours towards aPHR, PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of the HRCI seal confirms that this activity has met HR Certification Institute's criteria for recertification credit pre-approval.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.

This seminar is approved for Continuing Legal Education by many states, including California and Pennsylvania. This program has been submitted to other states including Ohio, Arkansas, Georgia, Mississippi, Missouri, North Carolina, Tennessee, Vermont, Wisconsin.



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

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Facsimile: (949) 760-8192

www.IAML.com

Dear Colleague,

IAML's **Certificate in Employee Relations LawSM 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, call us at 949-760-1700, or e-mail iaml@iaml.com.

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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, PHR
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 LawSM 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 LawSM Seminar has been widely regarded as the "professional's choice" for employment law training.

Objectives of the Seminar

The Certificate in Employee Relations LawSM 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 LawSM 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 SM Seminar	
Block I	Labor Law in the Union and Non-Union Workplace 2 Days: Monday and Tuesday
Block II	Employment Discrimination Law 2 Days: Wednesday and Thursday
Block III	Special Issues in Employee Relations Law 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 LawSM 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 LawSM 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 LawSM 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 Manager
XciteSteps
San Diego, California

“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, PHR
Advisory, People & Organization
PwC
New York, New York

"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
Vice President, People Services
Neighborly
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
AARP
Abrazo Community Health Network
ACS Technologies Group, Inc.
Actuant Corporation
Acushnet Company
AdColony
AECOM
Aegion Corporation
Aerojet Rocketdyne
Aerospace Corporation (The)
Aflac
AG Processing, Inc.
Agenus Inc.
Agero, Inc.
AgustaWestland
AIDS Healthcare Foundation
Akron Children's Hospital
Alaska Housing Finance Corporation
Alfa Insurance Company
Allergan
Allied Motion Technologies, Inc.
Alyeska Pipeline Service Co.
Amadeus
Amalgamated Sugar Company, LLC
AMC Networks Inc.
American Airlines Group
American Bureau of Shipping
American Family Mutual Insurance Co.
American Osteopathic Association
American Railcar Industries
American Showa
American Sugar Refining Inc.
AmeriCold Logistics
Ameriprise Financial Inc.
Amerisure Mutual Insurance Co.
Ameritas Life Insurance Corp.
Amgen, Inc.
Amherst College
Ammeraal Beltech North America
Amsted Rail Company, Inc.
Amtico International
Amtrak
AMVETS National Service Foundation
Anchorage School District
Andeavor
Anderson Hay & Grain, Inc.
Arbitration Forums, Inc.
Arizona Public Service Co.
Arm Inc.
Armorock
Asahi Kasei America, Inc.
Asahi Kasei Plastics North America
ASRC Energy Services
Associated Bank
Associated General Contractors of America
Association of American Medical Colleges
ATC Group Partners
Atlanta Housing Authority

Who Should Attend?

Organizations (public and private, 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 attend this seminar include:

- Affirmative Action Manager
- Associate Relations Specialist
- Chief Human Resources Officer
- Compliance Manager
- EEO Manager
- Employee Relations Coordinator
- Human Resources Business Partner
- Human Resources Generalist
- Human Resources Manager
- Human Resources Representative
- Labor & Employment Attorney
- Labor Relations Specialist
- Leave of Absence Coordinator
- Line Manager
- Onboarding Consultant
- Plant Manager
- Recruiter
- Risk Manager
- Staffing Specialist
- Talent Acquisition Coordinator
- Workplace Relations Associate

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.

Atlas Copco North America
Aurora Health Care
Austin Community College
AutoZone
B.F. Saul Company
Bangor Savings Bank
Bank of Korea
Barnett Benvenuti & Butler PLLC
Barrick Gold Corporation
Bar-S Foods
Barton Malow Co.
Batesville Casket Company
Battelle Memorial Institute
Beaumont Health
BECCA Cosmetics
Bechtel Corporation
Bed Bath & Beyond, Inc.
Bethesda Lutheran Communities
Big Lots Stores, Inc.
Big West Oil, LLC
Bilfinger Industrial Services Inc.
Bimbo Bakeries USA
BKD LLP
Black Butte Coal Company
Black Hills Federal Credit Union
Blood Bank of Alaska
Blue Beacon International
Blue Diamond Growers
Boar's Head Provisions Co., Inc.
Boeing Company
Boot Barn, Inc.
Booz Allen Hamilton
Borough of Matanuska-Susitna
Bowles Rice LLP
BPL Plasma
BrassCraft Manufacturing
Brevard Public Schools
Bridgestone Americas
Brighthouse Financial
Brinderson Corporation
Brown Capital Management
Builders Firstsource
Bureau of Alcohol, Tobacco, Firearms & Explosives
Burke Consulting Group
Burke Industries
Burning Man Project
Burr & Forman LLP
Butler Weihmuller Katz Craig
C. Martin Company
C.H. Robinson Worldwide
California School Employees Association
Campus USA Credit Union
Canaveral Port Authority
Capital Group Companies, Inc.
Capstone Mining Corporation
CaptureRx
Cardinal Health, Inc.
Carefirst BlueCross BlueShield
Carfax Inc.
Cargill, Inc.
Carlson Companies Inc.
CarMax
Carpenter Technology Corp.
Carter Bank & Trust
Catholic Diocese of Arlington
CC Industries
Celanese Corporation
Centene Corporation
Center City District
Central Arizona College
Central Hudson Gas & Electric
Cerdian Corporation
CertainTeed Corporation
Certified Collectibles Group, LLC
CF Industries Holdings, Inc.
CH2M Hill
Charles River Analytics
Charter Communications, Inc.
Chenega Corporation
Chester Water Authority
Cheyenne Regional Medical Center
Chickasaw Nation
Children's Mercy Hospital
Choctaw Nation
Christiana Care Health System
Cintas Corporation
CIOX Health
CITGO Petroleum Corporation
CitiTrends, Inc.
City & County of Denver
City & County of Montgomery
City & County of San Francisco
City of Akron
City of Alexandria
City of Boise
City of Brookfield
City of Haines City
City of Jenks
City of Las Vegas
City of Los Angeles
City of Mount Vernon
City of Ontario
City of Palmer
City of Portage
City of Racine
City of Riviera Beach
City of Tacoma
City of Unalaska
Claremont Savings Bank
Clark College
CLEARResult
Clearwater Paper Corporation
Cloud Peak Energy
Coastal Forest Resources Co.
Coca-Cola Consolidated
Cognate Bioservices, Inc.
Colgate-Palmolive Company

Many of the nation's leading organizations require their HR professionals to attend IAML's Certificate in Employee Relations LawSM Seminar.

Colonial Pipeline Company
Columbia University Medical Center
Comcast
ComDoc, Inc.
Commerce Bank
Commonwealth Care Alliance
Compass Laboratory Services
Computer Aid, Inc.
Constellation Brands, Inc.
Corix Water Products LP
CoStar Group
County of Clallam
County of El Paso
County of Fairfax
County of Gwinnett
County of Humboldt
County of Jackson
County of James City
County of Johnson
County of Lake
County of Maricopa
County of Miami-Dade
County of Missoula
County of Palm Beach
County of Richland
County of Robeson
County of Utah
County of Wake
County of Weber
County of Whitfield
Cox Communications
CPS Energy
Cracker Barrel Old Country Store, Inc.
Crawford Supply Group
Credit Union of Ohio
Critical Mass
Crookham Company
Crown Holdings, Inc.
CRRC Sifang America Inc.
CSX Transportation
Cultura Technologies LLC
CWS Capital Partners LLC
Daikin America, Inc.
Dakota State University
Dana Incorporated
Darden Restaurants, Inc.
DaVita Healthcare Partners Inc.
Dawn Food Products, Inc.
Dealer Tire
Deere & Company
Delhaize America
Delicato Family Vineyards
Delta Community Credit Union
Delta Dental of Oklahoma
Deltic Timber Corporation
Denver Broncos Football Club
Denver Water
DeRouchey Foam
Deseret Mutual Benefits Administrators
Dexter Axle Company
Dignity & Power Now
Direct General Corporation
District of Columbia
Diversey, Inc.
Doe Run Company
Dole Food Company

Domtar Paper Company, LLC
Douglas County School District
Dow Corning Corporation
Doyon Ltd.
DPR Construction
East Jefferson General Hospital
Eastern Band of Cherokee Indians
Eastern Plumas Health Care
Eaton Vance Management, Inc.
Echo Global Logistics
Edwards Lifesciences Corporation
El Rio Community Health Center
El Super Bodega Latina Corporation
Embraer Defense & Security
Embraer-U.S.
Emerald Queen Hotel & Casinos
Encompass Mfg., Inc.
Energy Northwest
ENGIE
ENSCO, Inc.
Entergy Corporation
Epson America, Inc.
Erie Indemnity Co.
Erie Insurance Group
Euclid Specialty Managers, LLC
Exxon Mobil Corporation
Fairbanks Native Association
Faith Farm Ministries
Farmer Bros. Co.
Farmland Foods, Inc.
FBN Mortgages Ltd.
Federal Deposit Insurance Corporation
Federal Reserve Bank, Dallas
Federal Reserve Bank, New York
Federal Reserve System
Federal Retirement Thrift Investment Board
FedEx Corporation
Fermi National Accelerator Laboratory
Ferraiuoli LLC
FGS, LLC
Fidelity Investments
First Financial Bank
First Financial Corporation
First Republic Bank
First Solar, Inc.
Fiserv, Inc.
FivePoint Federal Credit Union
FJ Management Inc.
Flint Hills Resources
Florida Hospital
Florida International University
Florida Power & Light
Florida Tile Industries
Fluor Corporation
Focal Point, LLC
Frantz Ward LLP
Fred Meyer
Frost Bank
Fulton County Schools
Gap Inc.
GATE Petroleum Company
Gavilon Group, LLC
Geisinger Health System
GENCO Product Lifecycle Logistics

General Dynamics
Genesis Alkali
Genesys Works
GenRx
George's Inc.
Georgia Power Co.
Gessner Engineering
GHD Services
Giant Food Stores Inc.
Glovix Alabama, LLC
Goodwin College
Grace Management Group
Grant County Public Utilities District
Great Clips
Great Dane
Greater Hudson Bank
Green Chimneys Children's Services
Growmark Inc.
Guardian Industries Corp.
Gulf Interstate Engineering Corporation
H & R Block Inc.
Hamilton Technologies Limited
Harbor Retirement Associates
Hard Rock Cafe International, Inc.
Harrah's
Harrison Energy Partners
Hathaway Dinwiddie Construction Co.
HD Supply
HDR, Inc.
Healogics
Hecla Mining Company
Heller Brothers Packing Corp.
Henry M. Jackson Foundation
Herjavec Group
Hexion Inc.
HGS
Hibbert Group
High Desert Milk
HolmstromKennedy PC
Home Depot, Inc.
Honda Logistics North America
Honda North America, Inc.
Honda of America Manufacturing
Hood Packaging Corporation
Hull Barrett, P.C.
Humboldt Waste Management Agency
Huntington Ingalls Industries, Inc.
Hurco
Hyundai Motor America
Idaho National Laboratory
Ikea North America Services, Inc.
Imerys
Independent Pilots Association
INEOS Americas Ineos Styrolution
Infosys Technologies
Ingersoll-Rand Company
Ingram Industries Inc.
Ingram Micro
InPro Corp.
Integra Consulting
Intel Corporation

Inteleos
Intelsat, Ltd.
Intercept Pharmaceuticals, Inc.
Intermountain Healthcare
International Dehydrated Foods, Inc.
International Paper
INVIDI Technologies Corporation
Invista
ITC Holdings Corp.
J. Crew Group, Inc.
Jackson Electric Membership Corp.
Jackson Kelly PLLC
Jacobs Engineering Group Inc.
JCS Systems Inc.
Jenkins Fenstermaker, PLLC
Jet Propulsion Laboratory
Jivox
JLL
JM & A Group
JM Family Enterprises, Inc.
John Deere Company
Jones Waldo
Jos. A. Bank Clothiers, Inc.
JT4 LLC
JTEKT North America Koyo Bearings
Kadant Black Clawson
Kaiser Permanente
Kalispel Tribal Economic Authority
Kaneka North America LLC
KARL Storz Endoscopy-America, Inc.
KB Home
Kentucky Association of School Administrators
Kentucky Employers' Mutual Insurance
KeyBank
KGHM International Ltd.
King Soopers Inc.
Kirkland & Ellis
Kirton McConkie
Kissimmee Utility Authority
Klein Steel Service Inc.
KLX Inc.
Koch Industries, Inc.
Koch-Glitsch, L.P.
Konica Minolta Business Solutions USA
Kroger Co.
Laboratory Corporation of America
Laclede Group, Inc. Alagasco
Lake Erie College of Osteopathic Medicine
LAM Research Corporation
Lamps Plus
Las Vegas Sands Corp.
Las Vegas Valley Water District
Lathrop Gage LLP
Lawrence Livermore National Laboratory
Lazy Dog Restaurant
Legends Hospitality LLC
Lenzing Fibers Inc.
LexisNexis
LG&E & KU Energy

"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

"Brenda [Heinicke] and Amy [Zdravecky] were absolutely wonderful! They are both extremely knowledgeable and have great teaching styles."

Sofia Quiros
Human Resources Administrator
Masonite International
Tampa, Florida

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

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



Convenient Locations from Coast-to-Coast

Certificate in Employee Relations LawSM Seminars will be held at many attractive locations, including exciting Las Vegas.

"I loved the entire program and learned a lot. The instructors were excellent, knowledge, practical, and entertaining. I was skeptical of 5 days in a meeting room discussing employment law, but I never lost interest. The diversity of participants was very helpful in getting different perspectives, and insight from professionals more seasoned than myself.

Ray Parrish
Labor Relations Associate, UCOR
Oak Ridge, Tennessee



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)

Liberty Media Corporation	McWane, Inc.	Association	Orange County Transportation Authority
Liberty Mutual Group, Inc.	Mears Transportation Group	National Science Foundation	Oreck Corporation
Liberty National Life Insurance Co.	MedStar Health	National Security Agency	Oregon Imaging Centers
Liberty Utilities	Mercy Health System	Nationwide Mutual Insurance Co.	O'Reilly Auto Parts
Lifeway Christian Resources	Mesirow Financial	Navajo Nation	Orion Consulting Group, Inc.
Lion Elastomers	Methodist Le Bonheur Healthcare	Navigators Group, Inc. (The)	Orlando Health
Lions Gate Entertainment Corporation	Metropolitan Washington Airport Authority	Navy Federal Credit Union	Pabst Brewing Company
Local Initiatives Support Corporation	Mi9 Retail	NBCUniversal, Inc.	Pacific Dental Services
Lockheed Martin Corporation	Microsoft Corporation	NCCI Holdings, Inc.	Pacific Life Insurance Co.
Logix Federal Credit Union	Mid-Atlantic Permanent Medical Group	Neighborhood House Association	Parallon Supply Chain
Loma Linda University	Midnight Oil Agency, LLC	Neighborly	Patten Industries
Los Alamos National Laboratory	Midway Gold	Nellson Nutraceutical	Paul Hastings LP
Los Angeles Philharmonic	Midwestern University	Nestle Purina PetCare	PennyMac Financial Services, LLC
Loyola University Chicago	Mikron	New York Life Insurance Company	Penske Logistics
M. A. Ford Mfg., Inc.	Miller & Martin PLLC	Newmont Mining Corporation	Pentec Pension Mgt Group, Inc.
M. Davis & Sons, Inc.	MillerCoors LLC	Newport Beach Country Club	People First HR
Mack Energy Company	Mingledorff's Inc.	Nihon Kohden America, Inc.	Perdue Farms Perdue AgriBusiness
MacLennan & Bain Insurance	Minitab Inc.	NIKE, Inc.	Perkins Coie, LLP
Macy's, Inc.	Mission Support & Test Services	Nordstrom, Inc.	Permalok
Mannington Mills, Inc.	Mission Support Alliance, LLC	North American Lighting	Peterson CAT
Maricopa Community Colleges	Missouri Employers Mutual	North American Mission Board	PGA Tour Superstore
Marine Corps Community Services	Mitre Corporation	North American Stainless	Philadelphia Gas Works
Martin Marietta	MMM Healthcare Inc.	North Coast Credit Union	Philips Oral Health Care
Masonite Corporation	MOBIS Alabama	Northern Panhandle Head Start Inc.	Pioneers Memorial Healthcare District
Mastercorp	Molina Healthcare, Inc.	Northrop Grumman	Planned Systems International
Matanuska Telephone Association	Mondi Group	Northwest Arctic Borough	PNM Resources, Inc.
Mateer & Harbert	Montana State University	Northwest Pipe Company	Polish & Slavic Federal Credit Union
Materion Corporation Natural Resources	Morpho Detection Inc.	NorthWestern Energy	Portland General Electric Co.
Max Restaurant Group	Motorcar Parts of America Inc.	Northwestern Memorial HealthCare	Portland Public Schools
MAXIMUS, Inc.	Mountaire Farms	Novelis Inc.	PR Companies
Mayo Clinic	Mountville Mills	Nutramax Laboratories	Prairie Knights Casino
MCA Communications, Inc.	MRC Global Inc.	Oberweis Dairy Inc.	Premier, Inc.
McCarthy Holdings, Inc.	Murphy Oil Corporation	Occidental Petroleum Corporation	Priceline.com Inc.
McConnell Valdes LLC	Murphy USA	Ocean Bank	Prime Healthcare Services, Inc.
McCormick & Company	Museum of Contemporary Art, Chicago	Ocean Spray Cranberries, Inc.	Printpack, Inc.
McDonald Hopkins LLC	Mutual Trust Life Insurance Co.	Oilfield Waste Solutions	PRO Sports Club
McDonough Corporation	National Association of Insurance Commissioners	Oklahoma Municipal Assurance Group	ProCaps Laboratories
McGrath North	National Automobile Dealers Association	Oldcastle Materials	Procter & Gamble
MCH Electric, Inc.	National Co-op Grocers	ONE Gas Inc.	Progressive Leasing
McKee Foods Corporation	National Education Association	Open-Silicon, Inc.	Prudential Financial, Inc.
McMaster-Carr Supply Company	National Electrical Contractors	OPSPRO	Purdue Research Foundation QFC

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. 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:

- 2020 Employment Law Update – 39th 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
- 2020 Employee Benefits Law Update – 17th Annual Advanced Seminar
- In-House Training Programs
- 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. IAMLbm.com](http://www.IAMLbm.com).

Quanex Building Products
 QVC Network
 RAI Services
 Raymond James Financial, Inc.
 RCN Telecom Services, LLC
 Red Classic Transportation Services
 Red Gold, Inc.
 Reedy Creek Improvement District
 Regeneron Pharmaceuticals, Inc.
 RentPath LLC
 Repsol North America
 Reyes Holdings LLC
 Rite Aid Corporation
 River Valley Child Development Services
 Road & Rail Services, Inc.
 Ropes & Gray
 Rubicon
 Ruiz Foods
 SAC Health System
 Safelite Group, Inc.
 Safeway
 Salesforce.com
 Salt Lake Community College
 Salt River Materials Group
 Saltz Mongeluzzi
 Samaritan's Purse
 San Manuel Band of Mission Indians
 Sandia National Laboratories
 Santander Bank, N. A.
 Savannah River Nuclear Solutions LLC
 Schaeffler Group USA Inc.
 Scholastic
 Schreiber Foods, Inc.
 Scout Investments
 Security First Insurance Co.
 Senior Aerospace Absolute Mfg.
 Senior Resource Group
 Service First Mortgage
 Shaw Industries Group, Inc.
 Shook Hardy & Bacon
 Signature Flight Support
 Silicon Valley Bank
 Sinclair Services Company
 Sinfoniarex
 Sitka Tribe of Alaska
 Skechers U.S.A., Inc.
 SkyOne Federal Credit Union
 Sloan Valve Company
 Smithfield Foods, Inc.
 Smithfield Packing Co., Inc.
 SOC Nevada, LLC
 Soka University
 Sonoco Products Company
 Sony Interactive Entertainment
 PlayStation
 Sony Pictures Entertainment
 SourceGas
 South Florida Water Management District
 SouthEast Alaska Regional Health Consortium
 Southeast Toyota Distributors, LLC

Southern California Edison Company
 Southern Gardens Citrus
 Southern Nuclear
 Southern Star Central Gas Pipeline
 Southern Ute Indian Tribe
 Southwire Company
 Sparrow Health System, Inc.
 Spartanburg Community College
 Spring Mobile
 SRA International
 St. Charles Health System
 St. Jude Children's Research Hospital
 St. Louis Convention & Visitors Commission
 St. Louis Science Center
 Stantec
 Starz Entertainment, LLC
 State Education Resource Center
 State of Georgia
 State of Maryland
 State of Montana
 State of New Mexico
 State of Texas
 State of Utah
 State of West Virginia
 State of Wyoming
 Steadfast Companies
 Stewart Lubricants & Service Company
 Storm Industries, Inc.
 STP Nuclear Operating Company
 Sub-Zero Group, Inc.
 Suddenlink Communications
 SullivanCurtisMonroe Insurance Services
 Summit Midstream Partners
 Summit Pointe
 Sun Communities, Inc.
 Suncoast Hotel & Casino
 SunOpta, Inc.
 Suominen Nonwovens
 Superior Essex
 SupplyCore Inc.
 Surdyk, Dowd & Turner Co., L.P.A.
 Swisscom Cloud Lab
 Syngenta Corporation
 Synopsys, Inc.
 Sypris Solutions
 Sysco Los Angeles, Inc.
 Sysco Montana, Inc.
 TA Aerospace
 Table Mountain Casino
 Tableau Software Inc.
 Taghleef Industries Inc.
 Taylor Farms
 Teach for America
 Teletrac Navman
 Tennessee Valley Authority
 Tennessee Wildlife Resources Foundation
 Thermo Fisher Scientific Inc.
 Thiele Kaolin Company
 ThinkHR
 Thoughtworks, Inc.

tiag
 Tiffany & Co.
 TIGHITCO Inc.
 Tillamook County Creamery Association
 Time Warner Cable
 TJX Companies, Inc.
 T-Mobile USA, Inc.
 Tom's of Maine
 Toshiba International Corporation
 TowerJazz
 Toyota Motor North America
 Toyota North America
 TransFirst
 Travelers Companies
 Tri-City Medical Center
 TriNet Group, Inc.
 Tronox Inc.
 TRU Community Care
 TrueCar, Inc.
 TwentyEighty
 U.S. Department of Energy
 U.S. Department of Homeland Security
 U.S. Department of Veterans Affairs
 UBS
 UC Health
 Ultradent Products, Inc.
 Union Hospital, Inc.
 Union Pacific Corporation
 Union Telephone Company
 United Launch Alliance
 United Nations Federal Credit Union
 Universal Events
 University of Central Florida
 University of Chicago Medical Center
 University of Cincinnati
 University of Colorado
 University of Florida
 University of Guam
 University of Illinois
 University of New Mexico
 University of North Georgia
 University of Utah
 University System of New Hampshire
 URS Corporation
 Urschel Laboratories, Inc.
 USAA
 Utility Trailer Manufacturing Company
 Valencia College
 Valley Telephone Cooperative
 Vanguard Group, Inc.
 VCG Consultants
 Vector Security
 Vectren Corporation
 VentureTech Solutions, Inc.
 Vertex Education
 Vigilant
 Village of Melrose Park
 Virgin Orbit
 Visionist, Inc.
 Vogelsang USA

VTM, Inc.
 W & W Steel, LLC
 W.K. Kellogg Foundation
 Wake Forest Baptist Health
 Walden Security
 Warner Bros.
 Warton Strategic
 Washington Closure Hanford, Inc.
 Washington Real Estate Investment Trust
 Washoe Tribe of Nevada & California
 Watchfire Signs
 WAWA, Inc.
 WCM Industries, Inc.
 Wegmans Food Markets
 Weiler Corporation
 Weis Markets, Inc.
 West Coast University
 West Virginia University Hospitals
 Western & Southern Financial Group
 Western Elite
 Western Energy Co.
 Western Land Services
 Western Mesquite Mines, Inc.
 Westmoreland Coal Co.
 Whole Foods Market, Inc.
 Wiley Rein
 Williams Companies, Inc.
 Williamson-Dickie Manufacturing Co.
 Wilsonart International, Inc.
 Witherspoon Kelley
 Wolf Creek Nuclear Operating Corp.
 Wolters Kluwer Tax & Accounting US
 Woodley's Fine Furniture
 World Education Services
 World Vision International
 Wounded Warrior Project
 Wright Medical Technology, Inc.
 Xcel Energy
 Yahoo! Inc.
 YMCA of Greater Seattle
 York Risk Services Group, Inc.
 Yoshinoya America, Inc.
 Zachry Industrial Inc.
 Zagg, Inc.
 Zaycon Fresh LLC
 Zippo Manufacturing
 Zodiac Aerospace
 Zodiac Oxygen Systems US
 Zodiac Pool Systems, Inc.

Please note: Due to space limitations we are unable to provide a complete list of organizations who have participated in IAML programs 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 able to list.

"Great class with two great instructors. Enjoyed their story telling and listening to other participants share their experiences."

Claudia Rafello
 Vice President, Global HR & Operations
 Jivox Corporation
 San Mateo, California

"Enjoyed the instructors; both were very knowledgeable."

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

"I thoroughly enjoyed this program. The content was very well thought out and discussed. Both instructors were very knowledgeable and entertaining. The time in class passed by quickly."

Kelly Watts, PHR, SHRM-CP
 Talent Acquisition & Employment Director
 Jackson Electric Membership Corporation
 Jefferson, Georgia

"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

"Brenda [Heinicke] is a great facilitator. It was much more in depth than other seminars I have attended."

Connie Washington
 Director, Talent & Culture
 Progressive Leasing
 Draper, Utah

The Certificate in Employee Relations LawSM

	SCOTTSDALE, ARIZONA	ATLANTA, GEORGIA	AUSTIN, TEXAS	ORLANDO, FLORIDA
Locations	March 2-6, 2020 Embassy Suites by Hilton Scottsdale Resort (480) 949-1414 	April 20-24, 2020 W Atlanta Buckhead (678) 695-9068 	June 15-19, 2020 Hilton Garden Inn Downtown Austin (512) 480-8181 	July 13-17, 2020 Marriott Orlando World Center (407) 239-4200 
Faculty	Block I: March 2-3 Labor Law Patrick R. Scully Partner Sherman & Howard	Block I: April 20-21 Labor Law John F. Wymer III Partner, Thompson Hine and Sara Hamilton Associate, Thompson Hine	Block I: June 15-16 Labor Law Sara Hamilton Associate, Thompson Hine	Block I: July 13-14 Labor Law Gregg Jay Tucek Vice President, Legal, Bashas'
	Block II: March 4-5 Employment Discrimination Law Brenda K. Heinicke Law Office of Brenda Heinicke	Block II: April 22-23 Employment Discrimination Law Brian Stillwagon Partner, Thompson Hine	Block II: June 17-18 Employment Discrimination Law Brenda K. Heinicke Law Office of Brenda Heinicke	Block II: July 15-16 Employment Discrimination Law Jacqueline Kalk Partner, Littler Mendelson
	Block III: March 6 Special Issues Brenda K. Heinicke Law Office of Brenda Heinicke	Block III: April 24 Special Issues Brian Stillwagon Partner, Thompson Hine	Block III: June 19 Special Issues Brenda K. Heinicke Law Office of Brenda Heinicke	Block III: July 17 Special Issues Jacqueline Kalk Partner, Littler Mendelson
Hotel & City Information	 <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>See and be seen at W Atlanta – Buckhead, our totally transformed hotel on the cutting-edge of style located in Buckhead, Atlanta. Mix and mingle in the Living Room where weekly Happenings set the stage for a night out in the ATL. Be on the lookout for custom murals throughout the hotel by top local visual artists. Turn it up to twelve at Whiskey Blue, Buckhead's hottest rooftop bar with city views and a brand-new look. When you're ready for a cool down, check out the infinity-edge WET Deck pool overlooking Peachtree Street. Feel the burn at FIT before retreating to your reimagined guestroom that feature artful design, city views and amenities like Nespresso machines and fully stocked Munchie Bar. Take Buckhead by storm from W Atlanta – Buckhead, walkable to high-end shopping destinations and stellar dining.</p>	 <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>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 IAML'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.

2020 SEMINAR SCHEDULE

NEWPORT BEACH, CALIFORNIA	LAS VEGAS, NEVADA	CHICAGO	WASHINGTON, D.C.	Locations
August 17-21, 2020 Newport Beach Marriott Hotel & Spa (949) 640-4000	October 5-9, 2020 Harrah's Las Vegas (800) 214-9110	October 26-30, 2020 Chicago Marriott Downtown Magnificent Mile (312) 836-0100	November 16 - 20, 2020 Westin Washington D.C. City Center (202) 429-1700	
				
Block I: August 17-18 Labor Law Stephen Berry, Partner, Paul Hastings and Brigham Cheney, Partner, Atkinson, Andelson, Loya, Ruud & Romo	Block I: October 5-6 Labor Law Gregg Jay Tucek Vice President, Legal, Bashas'	Block I: October 26-27 Labor Law Patrick R. Scully Partner, Sherman & Howard	Block I: November 16-17 Labor Law Wayne W. Williams Law Office of Wayne Williams	
Block II: August 19-20 Employment Discrimination Law James Carter Partner, Jackson Lewis	Block II: October 7-8 Employment Discrimination Law Wayne Williams Law Office of Wayne Williams	Block II: October 28-29 Employment Discrimination Law Jacqueline Kalk Partner, Littler Mendelson	Block II: November 18-19 Employment Discrimination Law Jacqueline Kalk Partner, Littler Mendelson	
Block III: August 21 Special Issues James Carter Partner, Jackson Lewis	Block III: October 9 Special Issues Wayne Williams Law Office of Wayne Williams	Block III: October 30 Special Issues Jacqueline Kalk Partner, Littler Mendelson	Block III: November 20 Special Issues Jacqueline Kalk Partner, Littler Mendelson	
				
Surround yourself in luxury and convenience at Newport Beach Marriott Hotel & 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 salt-water lap pool and state-of-the-art fitness center. Savor exquisite dining at Sam & Harry's, our renowned steakhouse.	At fun, friendly and action-packed Harrah's Las Vegas, you're always comfortable and welcome! At its location in the heart of the Las Vegas strip, you'll find a host of Las Vegas entertainment that extends throughout and beyond the gaming floor. Our new modern Valley Tower rooms have just what you're looking for to stay and play at Harrah's Casino Las Vegas! Harrah's Las Vegas is home to the hit shows Menopause and for a limited time, The Righteous Brothers! For those looking for a bite to eat, Harrah's Las Vegas is home to a variety of Las Vegas restaurants such as the unpretentious down-home cooking and laid back fun found at Toby Keith's I Love This Bar & Grill while Ruth Chris Steakhouse sets the scene for an elegant dinner. For seafood lovers, enjoy a meal at the Oyster Bar Las Vegas serving high-quality, fresh seafood including fresh-off-the-dock oysters. Looking for a quick bite, try the Fulton Street Food Hall offering a chef-driven assortment of items.	Trendy and trendsetting, the 4-star Chicago Marriott Downtown Magnificent Mile provides chic comfort in a vibrant city center location. Relax in beautifully appointed hotel rooms featuring modern furnishings, thoughtful amenities and exceptional views of the city and Lake Michigan. Stroll Mag Mile and visit one-of-a-kind boutiques and celebrated attractions, including Shedd Aquarium, Wrigley Field, Navy Pier and United Center. After a day exploring the Windy City, treat yourself to farm-to-table cuisine that celebrates nature's seasonal bounty, and the Midwest's gastronomic heritage at Harvest and Rush Street Bar & Lounge, our on-site restaurants. Travel brilliantly when you stay at Chicago Marriott Downtown Magnificent Mile, placing the best of the city at your doorstep.	There will be plenty to see and do during your stay at The Westin Washington, D.C. City Center. Placing you in the heart of downtown, we provide easy access to a variety of destinations including Lincoln Theatre, the National Geographic Museum and Capital One™ Arena. During your stay at our hotel, you're challenged to feel your best with our state-of-the-art fitness center and pampering in-room spa menu. When business calls, you can stay productive at our 24-hour business center. During your getaway, enjoy a healthy breakfast at 1400 North, inventive craft cocktails at Infamy Bar & Restaurant and a stylish gathering in 20,000 square feet of event space. Once you're done exploring, find sanctuary in our modern pet-friendly rooms featuring downtown views of Washington, D.C. Each of our accommodations features a flat-panel TV, plush bedding, ergonomic workstation and stylish bathroom with refreshing products.	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.

Photo Credits: Some photos are used courtesy of their respective Convention and Visitor's Bureaus.

"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

"Presenters were excellent and interactive. Very happy with the program. I learned a lot!"

Jennifer Boschi
Crew Relations
Vanguard Group, Inc.
Wayne, Pennsylvania

"I thought the content of the course was brilliant. Having 4 legal professionals there was really beneficial and it was great to get so many different perspectives on so many topics."

Sara Draper, SHRM-CP
Human Resources Generalist
Sandia National Laboratories
Albuquerque, New Mexico



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 LawSM 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

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.

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

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 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 aPHR, 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-CPSM or SHRM-SCPSM. 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 29.5 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.

American Alliance of Paralegals

AACP's can receive credit for attending any IAML program that has been approved for Continuing Legal Education.

International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification.

American Society for Healthcare Human Resources Administration (ASHHRA)

This 4 1/2 day seminar is eligible for CHHR recertification credit.

"The instructors were amazing! I loved they used real life cases in their teachings. It was very interactive which was very helpful."

Samantha Pulvermacher
Human Resources
Sub-Zero Group, Inc.
Fitchburg, Wisconsin

"Thank you for a great session. I think the attorneys were well informed and energetic. Both were valuable contributors to their fields and imbued us with as much knowledge as they could in two or three days."

Tanya C. Vazquez
Human Resources Investigator
Toyota Motor North America
Plano, Texas

"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
East Regional Director,
People & Culture
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, PHR
HR Engagement Manager
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. 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 the instructor in IAML's Certificate in Conducting Lawful Workplace Investigations Seminar and he also teaches 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.

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 20 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. 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 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. Mr. Cheney was selected by Southern California Super Lawyers as a Rising Star in the field of Employment & Labor Law for eight years (2009-2011 and 2013-2017).

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 is a highly popular 25-year veteran instructor. In addition to presenting IAML's Advanced Conferences, 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.

SARA HAMILTON



is an Associate in the Atlanta office of Thompson Hine where she advises businesses on all aspects of the employment relationship, including leave, pay methods and classifications, hiring and layoff, and protection of key relationships. She also advises clients on union avoidance, during and after union election campaigns, and when administering CBAs. She has obtained favorable outcomes for clients before the NLRB and has particular experience with Section 301 of the LMRA. Prior to joining

Thompson Hine she represented the largest employer of Teamsters labor nationwide and prepared white papers on labor issues for a national trade organization. In 2017 and 2018, Ms. Hamilton was the youngest lawyer selected by class year to the list of Rising Stars in Employment & Labor by Georgia Super Lawyers. She received her J.D. from Emory University School of Law

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. 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 received a J.D., magna cum laude, from Syracuse University College of Law and a BA, summa cum laude, from University of North Dakota.

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. He is admitted to practice before the United States Supreme Court and several appellate courts. Mr. Matchett received his J.D. from the University of Georgia. He has served as a faculty member for IAML for several years.

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.

EMILY D. SHODA



is an Associate in the Atlanta office of Littler Mendelson P.C. where she advises and represents management in a broad range of employment matters. A large part of her practice is devoted to advising employers on difficult employment issues related to reductions-in-force and other downsizing issues. In addition, she has significant experience with HR and compliance audits, arbitration agreements, EEO laws, FMLA, and ADA. She also regularly defends single-plaintiff employment cases brought in federal and state courts as well as claims involving employment discrimination, retaliation and harassment before the EEOC as well as many state agencies. She received her J.D. from the University of Memphis Cecil C. Humphreys School of Law.

BRYAN STILLWAGON



is a Partner in 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 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'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 has been an IAML instructor for more than 20 years, lecturing extensively throughout the country on various employment law topics.

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.

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. 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 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

"I enjoyed the program, it's always nice to get participation from the group with real-life experiences."

Joni Allen
Sr. Manager, Employee Relations
Red Gold, Inc.
Elwood, Indiana

"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

"Jackie Kalk was an exceptional speaker who provided a wealth of information in an engaging way. As the VP of Human Resources in a small business (in addition to other duties), this was a perfect "one stop seminar" to cover the topics that are pertinent to our business and to give us the information we need to protect ourselves from future claims in a variety of areas. In setting up our policies and procedures correctly now, we avoid possible negative repercussions in the long-term."

Catherine Rice
Vice President, Operations/Human Resources
Orion Consulting Group, Inc.
Derwood, Maryland

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 include:

- Airbus Americas, Inc.
- American Family Insurance Co.
- AmSurg Corporation
- AutoZone, Inc.
- Baylor College of Medicine
- Center City District
- Chickasaw Nation
- Christopher & Dana Reeve Foundation
- City of Ontario (CA)
- City of Overland Park (KS)
- Claremont University
- Commerce Casino & Hotel
- Copper River Native Association
- Deere & Co.
- Fairbanks Native Association
- Harcros Chemical
- Kellermeyer Bergonsons Services
- Mountain America Credit Union
- Nationwide Mutual Insurance
- Nature's Bounty Co.
- Nihon Kohden America, Inc.
- Northern Panhandle Head Start
- Pearson Higher Education Services
- Powell Industries, Inc.
- Premier, Inc.
- Reedy Creek Improvement District
- Rutgers University
- Safelite Group Inc.
- Skechers U.S.A., Inc.
- Socorro Independent School District
- Sun Communities, Inc.
- The Home Depot
- ThedaCare
- Time Warner Cable
- 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
- Developing Coaching & Consulting Skills
- Diversity & Inclusion
- 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
- Positive Employee Relations for Supervisors & Managers
- Retirement Plans
- Sexual Harassment Prevention
- Supervising & Managing a Diverse Workplace
- Train-the-Trainer (any employment law topic)
- Workplace Harassment & Discrimination Avoidance
- Workplace Violence/Workplace Bullying Prevention

"Very worthwhile. I highly recommend all supervisors and managers attend."

Michael Muse
Recreation and Community Services Coordinator
City of Ontario

"The instructor covered several areas I really never knew affected our views of investigations. It was a great seminar."

Robert Amador, RN
Assistant Nurse Manager
Socorro Independent School District

"By far the most tangible information received from a training. Ready to use the information in a practical way immediately."

Meredith Whitworth
Employee Relations Generalist
Chickasaw Nation

IAML DVD Training

Employment Law Compliance ProgramSM

Certification Program for Supervisors and ManagersSM



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 ProgramSM 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 LawSM 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 LawSM Seminar**.

"I enjoyed the seminar, the instructors were very informative and kept me interested."

Katherine Bullock
Payroll Administrator
GAIAM Inc.
Louisville, Colorado

"I thoroughly enjoyed the seminar. Thank you for so much valuable information and for great case examples."

Amelia Gowdy
Human Resources Business Associate
Miami-Dade County Housing Finance Authority
Miami, Florida

Registration Information

To Register

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

- ✉ Register online at www.IAML.com
Telephone IAML at (949) 760-1700 to reserve space(s).
- ☎ Fax the registration form to IAML at (949) 760-8192.
- ✉ Mail the registration form to:
Institute for Applied
Management & Law, Inc.
450 Newport Center Drive
Suite 390
Newport Beach, CA 92660

Confirmations are sent via e-mail. If you haven't received confirmation within 3 business days please call IAML at 949-760-1700.

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 a hotel at the special rate, please make your hotel reservations at least 45 days in advance of the seminar and mention that you are participating in an IAML seminar.

Please note: If you experience any difficulty in making your hotel reservation, even within 45 days 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 LawSM 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 2020 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.

Registration Form

The Certificate in Employee Relations LawSM 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"/> Scottsdale
March 2-6, 2020 | <input type="checkbox"/> Orlando
July 13-17, 2020 | <input type="checkbox"/> Chicago
October 26-30, 2020 |
| <input type="checkbox"/> Atlanta
April 20-24, 2020 | <input type="checkbox"/> Newport Beach
August 17-21, 2020 | <input type="checkbox"/> Washington, D.C.
November 16-20, 2020 |
| <input type="checkbox"/> Austin
June 15-19, 2020 | <input type="checkbox"/> Las Vegas
October 5-9, 2020 | |

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: ☐ AMEX ☐ Discover ☐ MasterCard ☐ 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:

ONLINE

www.iaml.com

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

BY MAIL

Please mail registration form to:

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

Confirmations are sent via e-mail.
If you haven't received confirma-
tion within 3 business days please
call IAML at (949) 760-1700.





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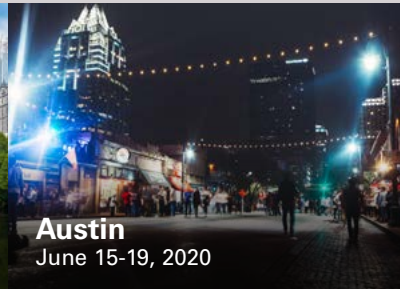
Scottsdale

March 2-6, 2020



Atlanta

April 20-24, 2020



Austin

June 15-19, 2020



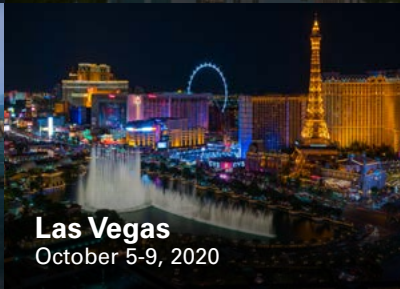
Orlando

July 13-17, 2020



Newport Beach

August 17-21, 2020



Las Vegas

October 5-9, 2020



Chicago

October 26-30, 2020



Washington, D.C.

November 16-20, 2020

"The attorneys that were brought in to teach were great! They created a very open environment and allowed us to openly ask questions."

Nicole Wheeler
HR Generalist II
Citi Trends, Inc.
Savannah, Georgia

"The program 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

"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
North Georgia EMC
Dalton, Georgia

"Enjoyed being able to interact, share situations, and learning one on one from Brenda [Heinicke] on real cases she's worked with. Brenda was great in that she didn't give a lecture per se, but more of an open book/forum to ask questions. Loved it!"

Christie Nelson
Talent Solutions Supervisor
Koch Industries
Wichita, Kansas

"I enjoyed the seminar and in particular the instructors approach to ask attendees to discuss questions that were brought up versus just giving the answers."

Gary Fresquez
Human Resources Business Partner
Sandia National Laboratories
Albuquerque, New Mexico

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

Amanda Bates Sullivan
Employee Relations Law IV
The Aerospace Corporation
Chantilly, Virginia

"Jim Carter was great! A lot of great information and I really appreciated the deep-dive into the law."

Taylor Bode
Director, Employee Success Business Partner
Salesforce
San Francisco, California