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for the program, past seminars
received approximately 6.50 hours*

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**Pending
HRCI
6.50 Hrs**



The
San Antonio Manufacturers Association
Presents The
SAMA EMPLOYMENT LAW SEMINAR

Thursday, February 9, 2012, 8:00 am to 4:15 pm
The DoubleTree Hotel, 37 N.E. Loop 410 At McCullough

With Emphasis On...

- *Work Place Violence*
- *Social Media Policies & Union Developments*
- *FMLA*
- *American Disabilities Act (ADA)*
- *Investigations—The Good, The Bad, And The Ugly*
- *Employee From Hell*
- *Employee Classification Issues*
- *Recruiting & Retention*
- *Enforcement updates*

AGENDA

7:15 am **Registration & Continental Breakfast**

7:55 am **Welcome — Rey Chavez, SAMA President/CEO and TBD, SAHRMA President**

8:00 am **Work Place Violence** — Judy Jetelina, Bracewell & Giuliani, L.L.P.
•Review And Update On Issues Of Concern With Employers

8:30 am **Social Media Policies & Union Developments** — Steve Romero, Fulbright & Jaworski, LLP
•NLRB Updates, The Texas Scene And Poster Requirements

9:15 am **FMLA** — Dan Stern, Cox | Smith
•Update On Current Issues And FMLA Traps

10:00 am **Break & Refreshments**

10:15 am **American Disabilities Act (ADA)** — Shannon Schmoyer, Schmoyer Reinhard LLP
•Interactive Process For The ADA

11:00am **Investigations: The Good, The Bad and the Ugly** — TBD, TBD

11:45 pm **Luncheon—Keynote Speaker Glenn Levy, Office of Glenn Levy**

12:45 pm **Employee from Hell** — Raquel Perez, Littler Mendelson, P.C.

1:30 pm **Employee Classification Issues** — Dawn Finlayson, Barton, East & Caldwell, P.L.L.C.
•Independent Contractor/Employee And FLSA Updates

2:15 pm **Break & Refreshments**

2:30 pm **Recruiting & Retention** — Cyndi Mergele, Padgett, Stratemann & Company, L.L.P.
•What does really matter in recruiting?
◦Are you looking for the right people, in the right places and at the right time
•Will they stay or will they go?
◦Is it us or them—what really matters in retaining employees

3:15 pm **Enforcement Updates** — Elizabeth Haws-Connally, Gardner Law
•EEOC, ICE, DOL (Affirmative Action Programs And OSHA And DCCA (Government Contracts)

4:00 pm **Question and Answer Session**

4:15 pm **Adjourn**

2010 Seminar Comments —

Third year attending—outstanding!

Very Good would come back again.

Looking forward to next year

Never disappointing ...get's better every year!

Excellent!

Fast and Furious—That's how changes in employment regulations and legislation are coming these days.

Whether you're new to the field, a seasoned manager, or human resource professional, you know how tough it is to stay on top of the complexities of employment law and regulations. SAMA's Employment Law Seminar is a basic program, intended to give you a better understanding of employment law and regulations.

Get up-to-the-minute information needed to address the issues that challenge you daily, find solutions to problems you currently have and make the right decisions your job requires. Familiarize yourself with frequently used terms and acronyms and find out how to research issues on your own.

ATTENDEE FEE:

EARLY BIRD REGISTRATION—PAYMENT RECEIVED BY JANUARY 25, 2012

- \$165—Per Person For SAMA & SAHRMA Members
- \$190—Per Person For Non-Members

REGULAR REGISTRATION—PAYMENT RECEIVED ON OR AFTER JANUARY 26, 2012

- \$185—Per Person For SAMA & SAHRMA Members
- \$210—Per Person For Non-Members



FEE INCLUDES—Luncheon, all program presentations, and breaks. **Cancellations** must be in writing and received 10 days before the scheduled seminar. Substitutions are acceptable, but please notify the SAMA office of any changes (210) 979-7530.

We do not send confirmation notices. When we receive the registration form, your name will be placed on the seminar roster. If you need to speak to someone regarding your registration or would like to confirm your reservation has been received, please call Debbie Santos at (210) 979-7530.

For your convenience, the directions and a map to the DoubleTree Hotel are located on the back of this form. Please be sure to keep a copy for your records.

ATTENDEE INFORMATION

Company _____ Attendee _____

Address, City and Zip _____

Phone _____ Fax _____ E-mail _____

PAYMENT INFORMATION

Online for SAMA member companies only—go to www.sama-tx.org then select “Events” and locate seminar

Check—Complete form, then make check payable to SAMA and mail to SAMA at the address below.

Credit Card — Complete form and fax to the SAMA office, (210) 979-0527

Paid \$ _____ Credit Card No. _____ Expiration Date _____

Security Code (VCode) _____ Name on Card _____

SAMA CONTACT INFORMATION

If you have more than one registrant to sign-up, please make a copy of the form, then complete a separate registration for each.

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Advance Planning And Attention To Risk Factors Can Prevent Or Reduce Legal Exposure In Many Employment Situations

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DIRECTIONS

DoubleTree Hotel
37 N.E. Loop 410 @ McCullough
(210) 366-2424

From Loop 410 West: Exit at McCullough. The DoubleTree will be located on the access road at the corner of Loop 410 & McCullough.

From Loop 410 East: Exit McCullough, take a left over Loop 410. The DoubleTree is located on the right at the corner of McCullough and Loop 410.

SAN ANTONIO MANUFACTURERS ASSOCIATION

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