



April 20-21, 2010



## 2010 Legislative Conference

# Partner, Influence and Comply Get Involved in 2010



Thank Our Sponsors:



**Location:**  
**LLCC Capital Training Center**  
**130 West Mason Street, Springfield, Illinois**

**It is critical that we get involved in 2010 to partner with our legislative leaders to champion job creation, tax credits for business investment and workforce development. By getting involved, we can positively influence legislators to support and work with business, community and academic leaders. Whatever the legal landscape, we need to understand and comply with all federal and state laws.**

# 2010 Conference Agenda

Tuesday - April 20<sup>th</sup>

- 9:00 – 9:30 am**      **Registration w/coffee/tea**
- 9:30 – 10:00 am**      **Welcome and Announcements: Pattie Curry, President, CIC-SHRM and Paula Luebbert, Assistant Vice President-Corporate/Government Training & Economic Development, Lincoln Land Community College**
- 10:00 – 11:15 am**      **Staying Union Free in Scary Times for Employees: Keith J. Braskich, Davis & Campbell L.L.C.**
- This presentation will be a discussion on how to maintain employee relations to avoid unionization during times in which a union has compelling arguments to make to the employees in your organization. This presentation will help to educate employers and HR professionals on very practical steps they can take to stay non-union and prevent one more drain on their time, money and operational freedoms.
- 11:15 – 12:15 pm**      **Lunch**
- 12:15 – 1:30 pm**      **Disciplinary Investigations-What to do Prior to or Without Calling the Attorney: Donna Rogers, MEd., SPHR, Rogers HR Consulting**
- Have you ever had an employee situation that could be described as a “he said-she said” situation? Have you wondered just how to investigate it properly and cover all your bases just in case the situation turns into a fire later on? This program will walk you through an investigation process that utilizes company policy and documents the necessary paperwork regardless of the outcome that will help minimize risk and save on attorney fees.
- 1:30 – 2:45 pm**      **Making Social Media Work for You: Tracy Litzinger, Howard & Howard**
- An examination of the risks and benefits posed by employer and employee use of social media such as Facebook, Twitter, and general blogs, including potential security risks and relevant state and federal laws.
- 2:45 – 3:00 pm**      **Break**
- 3:00 – 4:15 pm**      **Managing Legal Issues in Employment: Lauren Soderstrom, PHR Training Specialist, Management Association of Illinois**
- Are your supervisors familiar with basic employment laws? If not, they could be placing the organization at risk for legal liability. More often than not, it is the supervisor’s words and actions that are at issue in a legal proceeding. Educate your supervisors and managers to reduce potential liability.
- 5:00 – 7:00 pm**      **Reception - Hilton Hotel, 29<sup>th</sup> Floor**

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# 2010 Conference Agenda

## Wednesday – April 21st

**8:00 - 8:30 am**      **Registration** (*continental breakfast served*)

**8:30 - 8:45 am**      **Welcome and Announcements, Tami Ireland, State Legislative Director, ISC-SHRM**

**8:45 – 10:00 am**      **ADA; Roland Cross, Brown, Hay and Stevens, Springfield, Illinois**

In the last several years, there has been a dramatic rise in the number of retaliation claims filed in workplace-related discrimination cases. At this point in time, when employers receive notice of a workplace-related law suit, it is actually more notable if the claim is not accompanied by a retaliation claim. This presentation will address the rise in workplace-related retaliation claims and illustrate the ways in which employers can protect themselves against retaliation claims.

**10:00 – 10:15 am**      **Break**

**10:15 – 11:30 am**      **EEOC and DOL Priorities in 2010: How Do Employers Avoid Being Placed Under the Microscope?; Jeff Nowak, Franczek Radelet**

With the support of a new Administration and significantly increased budgets, the EEOC and Department of Labor are ramping up new mandates and enforcement initiatives that will dramatically alter how employers conduct their business well into the future. This seminar will focus on these agencies' workplace priorities in 2010 and offer practical advice to HR professionals in addressing these hot-button areas. Will also highlight the EEOC's initiatives to scrutinize employer criminal background checks as well as automatic termination policies for employees on leaves of absence, as well as, the DOL's heightened interest in federal contractors and wage/hour enforcement.

**11:45 - 1:00 pm**      **Luncheon Presentation**  
**HR Public Policy Outlook for the 111th Congress & Obama Administration;**  
**Bob Carragher, SHRM Governmental Affairs Manager**

More than one year into the 111th Congress and Obama administration, employers are experiencing the most active HR public policy agenda in 30 years. Learn about continuing legislative initiatives of importance to HR professionals in the areas of health care reform, paid parental leave, comprehensive immigration reform, employment eligibility and job creation. The presentation will also provide an up-to-date discussion on current federal regulatory activity.

**2:00 – 4:00 pm**      **Statehouse Tour**



# Accommodations

**Hilton Hotel**  
**700 E. Adams St.**  
**Springfield, IL**  
**217-789-1530**

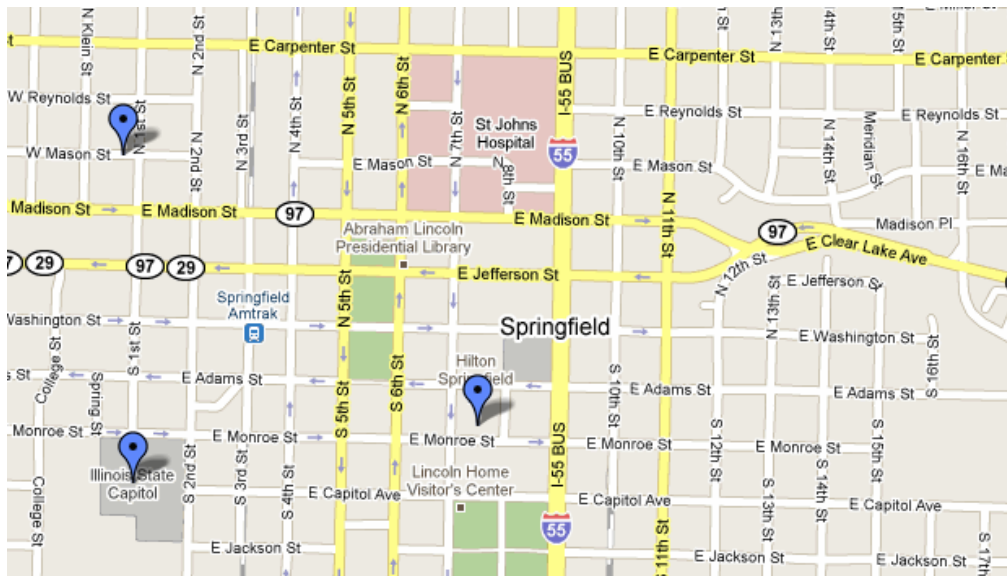
**Request CIC-SHRM room rate for reservations made by March 31st**  
**\$139.00 room rate per night**

*Other close hotels:*

**President Abraham Lincoln Hotel**  
**701 E. Adams**  
**Springfield, IL**  
**217-544-8800**

**State House Inn**  
**101 E. Adams St.**  
**Springfield, IL**  
**217-528-5100**

# Location Map



# Legislative Conference Registration Form



**April 20-21, 2010**

**One Day: Non-member rate: \$125.00 Member rate: \$100.00 Student rate: \$50.00**

**Both Days: Non-member rate: \$225.00 Member rate: \$175.00 Student rate: \$75.00**

**Registration Deadline: April 15, 2010**

**Registration is on a first come, first served basis – seating is limited. Register early!**

Name(s) \_\_\_\_\_ Company \_\_\_\_\_

Chapter name or National Membership Number: \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Total # reservations \_\_\_\_\_ Amount Enclosed \$ \_\_\_\_\_

If only attending one day, which day: \_\_\_\_\_

*(Morning/afternoon snacks and lunch included)*

Complete if applicable: please provide \_\_\_\_\_ Vegetarian lunch(s)

**Mail Completed Registration Form and payment to: CIC-SHRM, P.O. Box 2938, Springfield, IL 62708-2938**

**For questions, contact: [info@cic-shrm.org](mailto:info@cic-shrm.org) or via phone, Tami Ireland (217) 801-4549**



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