4 Compelling Webinars Every HR Managers Must Listen to for Effective Employee Handling

Description: The goal of a Human Resource Management is to maximize an organization’s productivity by optimizing the efficiency of its employees. The HRM must improve the work life of the employees simultaneously by treating them as valuable resources. Subsequently, the Human Resource Management encompasses efforts to promote employee satisfaction, personal development and compliance with employment-related laws.

In order to achieve a balance between employer and employee goals and needs, HRM departments needs to focus on a lot of key areas such as updates in the National Labor Relations Act, Fair Labor Standards Act, Equal Employment Opportunity Commission and avoiding misclassification of employees and more.

CD/Recorded-How It Works:
- Webinar CD/Recorded will have a series of modules. Our experts have delivered the modules using PowerPoint Presentations.
- Webinar Recording Link or CDs are licensed to be used multiple times at any location with multiple attendants, as you wish.
- Recording links will be valid up to 6 months with unlimited access and reference materials will be mailed to your registered e-mail.
- Free shipment of CDs within 72 hours from the date of purchase and reference materials will be mailed to your registered address.

Webinar Topics:
- The Impact of The National Labor Relations Act on Your At-will Policies, Social media Policies and Confidentiality Agreements
- Handling Supplemental Pay under the FLSA
- How to legally use background checks to avoid the EEOC
- Avoiding the Misclassification Trap

Who will benefit?
These webinar will be beneficial to the following:

VPs, HR Managers, HR Administrators, Business Owners, Office Managers, Supervisors, Administrative Assistants in small and midsize companies.

Contents: Webinars included in the Package:

1. The Impact of The National Labor Relations Act on Your At-will Policies, Social media Policies and Confidentiality Agreements (Duration: 60 Minutes)

This webinar will discuss the impact that decisions by the National Labor Relations Board are having on non-union companies and how they word their policies regarding confidentiality, at-will status and social media. With a full National Labor Relations Board for the first time in 10 years decisions will be made that will affect companies in 2014.

Objectives of the Presentation:
- Background of the National Labor Relations Act
- Definitions
- Who is covered by the NLRA
- Rights
- Wage discussions
- Social Media
- Confidentiality
- At-will employment
- Other policies to consider
- What happens in a complaint
- What the Future holds.

2. Handling Supplemental Pay under the FLSA (Duration: 60 Minutes)

Today's employment regulatory environment is filled with many areas employers can get tripped up on. Human resources laws are complex and constantly evolving. It is important to understand this area in order to avoid steep fines and penalties.

Objectives of the Presentation:

- Understanding who is a covered employer
- Understanding who is a covered employee
- The basics of overtime
- Handling shift-differentials
- Dealing with On-call time
- Handling meals and breaks
- Why you have to pay for breastfeeding
- Putting to bed the issues of sleeping breaks
- Understanding commuting
- When you have to pay employees for training and when you don't
- Dealing with the difference between local travel and long-distance travel
- Understanding how to deal with preparatory and concluding activities
- The difference between Federal and State requirements
- Recordkeeping requirements
- Class action versus collective action lawsuits.

3. How to legally use background checks to avoid the EEOC (Duration: 60 Minutes)

Equal Employment Opportunity Commission (EEOC) enforces federal laws against employment. This permits employer to do a background check before hiring an employee. Certain employers do a background check before deciding on whether to hire you, whether you can keep your job. The Federal Trade Commission (FTC) puts into effect a federal law which regulates background reports for employment, and the Equal Employment Opportunity Commission (EEOC) enforces federal laws against employment discrimination. An employer might ask for all possible sorts of background information, during the recruitment process, including your employment history, criminal record, education, financial history, medical history, or use of online social media.

Objectives of the Presentation:

- The EEOC best practices for background checks and the impact of the Fair Credit Reporting Act on the background check process.

4. Avoiding the Misclassification Trap (Duration: 60 Minutes)

The U.S. Department of Labor is actively clamping down on the improper use of exemptions that allow employers to avoid paying overtime to employees. They are scrutinizing employers' use of the managerial, administrative, professional, sales and computer professional exemptions. Mistakes in this area can cost employers thousands of dollars in back pay and fines and a permanent readjustment of how employees are to be paid. Additionally the IRS and USDOL are also working to minimize the use of independent contractors under the premise that these people should generally be considered employees. This webinar will help employers better understand the proper application of classifications.

Objectives of the Presentation:

- The Fair Labor Standards Act
- Major exemptions
- Minor exemptions
- The Salary test
- The Primary Duties test
- Matters of significance
- Independent Judgment
- Legal deductions
- The Safe Harbor
- Tracking time
- Types of jobs considered exempt
- Independent contractors as a misclassification
- The IRS test.

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