

CBAI Spring 2019 Human Resources Survival Guide



- Medical and Recreational Marijuana: Use in the workplace
- Illinois Law Update: Amendments to the Illinois Human Rights Act, including handbook requirements, and the Illinois Wage Payment and Collection Act
- Employee and Manager Training: EEOC encourages civility and bystander training
- Exempt Salary Round Two
- “Minimal Burden”
- “Sex” Discrimination Under Title VII
- Preparing for the Future: Avoiding legal pitfalls in succession planning
- \$15 by 2025: New Illinois minimum wage law
- Independent Contractor or Employee: DOL issues its first guidance under the Trump Administration
- FMLA Leave Every Friday: Strategies for handling tricky leave scenarios
- Family Leave: To pay or not to pay?
- Pay Data: EEO-1 reporting requirements



SHAZAM Education Center
CBAI Headquarters
June 12, 2019
Springfield, IL

About the Presenters

Emily E. Bennett is a litigator and employment attorney in the Chicago office of Howard & Howard Attorneys PLLC. She regularly counsels clients on day-to-day employment decisions and practices. Bennett earned her undergraduate degree from Washington University in St. Louis, her Master of Education from National Louis University, and her law degree from Benjamin N. Cardozo School of Law. Before joining the firm, she worked as a judicial law clerk for the Honorable Morton Denlow, United States Magistrate Judge for the Northern District of Illinois (ret). Bennett has been recognized as a Rising Star by Illinois Super Lawyers and as an Emerging Lawyer by Illinois Leading Lawyers.

Rob Smeltzer is a partner in the firm's Chicago office and has more than 25 years of federal and state court experience in all phases of labor and employment, commercial, and non-patent intellectual property litigation and counseling. He has handled countless Title VII, ADEA, ADA, FLSA, NLRA, ERISA and FMLA matters before the EEOC, the Illinois Department of Human Rights, the Illinois Human Rights Commission, the Chicago Commission on Human Relations, the U.S. Department of Labor, the National Labor Relations Board, and state and federal courts. In addition, Smeltzer regularly represents clients in cases involving employment related torts (e.g. defamation, breach of fiduciary duty, tortious interference); wrongful discharge, employee handbook and wage and sales commission disputes. He is an adjunct professor at Loyola University School of Law, where he has taught comprehensive courses in Labor Law, Employment Law and Employment Discrimination, and has contributed to several major treatises in the area, including Holloway & Leech, Employment Termination - Rights and Remedies (BNA 1993) and Tobias, Litigating Wrongful Discharge Claims, (Callahan, 1989). He also conducts sexual harassment investigations and training. With respect to commercial litigation, Smeltzer regularly handles complex restrictive covenant and trade secret litigation, contract disputes, and business torts litigation in state and federal courts throughout the country. Smeltzer holds the AV® Peer Review Rating from Martindale-Hubbell, its highest rating for ethics and legal ability, and has been named an Illinois "Super Lawyer" each year since 2013.

What Others Have Said:

"Emily was very knowledgeable and interesting in her presentation. Enjoyed the training!"

Collette Tope, Vice President
The First National Bank, Ava

"The speakers were very engaging and the examples were helpful and relevant."

Erica Cook, Employee Relations & Benefits Manager
Heartland Bank, Bloomington

"I loved the speakers flexibility in answering any questions that you might have throughout the session. I always enjoy Emily as she keeps our interest and the topics presented always current."

Victoria Johnson, Senior Vice President
Longview Bank, Ogden

Course Introduction

The arrival of 2019 meant new bills and amendments to existing laws that affect Illinois employers. Governor Pritzker took office in January, quickly signed a bill raising the Illinois minimum wage, and voiced his intention to legalize the recreational use of marijuana during the spring legislative session. In Washington, the United States Senate confirmed a new Department of Labor Wage Chief just weeks after the DOL published a proposed overtime rule raising the salary threshold for exempt workers. The United States Supreme Court may soon decide whether Title VII prohibits discrimination against gay and transgender employees and will revisit religious accommodations. Meanwhile, employers continue to navigate the myriad of existing laws governing employee management. This interactive one-day program provides participants with strategic HR tools to satisfy the community banker's evolving obligations with respect to discrimination, harassment, retaliation, pay practices, family leave and reasonable accommodations.

Key Topics

- Medical and Recreational Marijuana: Use in the workplace
- Illinois Law Update: Amendments to the Illinois Human Rights Act, including handbook requirements, and the Illinois Wage Payment and Collection Act
- Employee and Manager Training: EEOC encourages civility and bystander training
- Exempt Salary Round 2: United States DOL publishes proposed overtime rule for comment
- "Minimal Burden": United States Supreme Court signals it may revisit religious accommodation standard
- "Sex" Discrimination Under Title VII: United States Supreme Court will decide whether it is illegal for employers to discriminate on the basis of sexual orientation and gender identity
- Preparing for the Future: Avoiding legal pitfalls in succession planning
- \$15 by 2025: Rolling out the new Illinois minimum wage law
- Independent Contractor or Employee: DOL issues its first guidance under the Trump Administration
- FMLA Leave Every Friday: Strategies for handling tricky leave scenarios
- Family Leave: To pay or not to pay?
- Pay Data: EEO-1 reporting requirements

Registration Fees

CBAI MEMBER

One person.....\$265
Two or more from same banking institution.....\$245 each

****PROSPECTIVE-MEMBER**

One person.....\$465
Two or more from same banking institution.....\$445 each

CDD members receive a 10% discount.

****Only financial institutions/firms eligible for CBAI membership.**

Fees include hand-out materials, refreshment breaks and lunch. An income-tax deduction may be allowed for educational expenses undertaken to maintain or improve professional skills.

Cancellation Policy

Registrants cancelling two days prior to each seminar receive 100% refund; one day prior, 50%; the day of the seminar, no refund. **All cancellations must be made in writing prior to the seminar day. Invoices and training materials will be sent to all "no shows."**

Registration Form

CBAI SPRING 2019 HUMAN RESOURCES SURVIVAL GUIDE

Please Print

Name of Bank _____

Address _____

City, State, Zip _____

Tel. No. _____

Name/Title _____

E-Mail _____

(E-mail addresses are required for registration).

Name/Title _____

E-Mail _____

(E-mail addresses are required for registration).

I have special needs, please contact me before the seminar.

Please select your payment method.

Check Enclosed

Check in Mail

Pay at Door

Credit Card*

**If you are paying by credit card, please fill out the following information.*

(Visa & MasterCard accepted).

Name as It Reads on Card _____

Company Name on Card _____

Billing Address of Card _____

Card Number _____ Exp. Date _____

Three Digit Security Code _____



Click it in:
www.cbai.com



Mail it in:
CBAI Education Department
901 Community Drive
Springfield, IL 62703-5184



Fax it in:
(217) 585-8738



Call it in:
(800) 736-2224 (Illinois only)
(217) 529-2265

Date and Location

June 12, 2019

SHAZAM Education Center
CBAI Headquarters
901 Community Drive
Springfield, IL 62703
800/736-2224

Agenda

Registration begins at 8:30 a.m.
The seminar runs from 9 a.m. to
approximately 4 p.m. A Continental
breakfast and lunch are
provided.

CBAI is a registered Public Accounting Continuing Professional Education (CPE) provider by the Illinois Dept. of Financial and Professional Regulation.

For More Information

Tracy McQuinn, SVP
Melinda McClelland, VP
Jennifer Nika, VP
Tina Horner & Kim Harden
Administrative Assistants
Department of Education
& Special Events
800/736-2224 217/529-2265
Fax: 217/585-8738
Terry Griffin,
Vice President Chicago Area
773/209-2260

Visit us online at www.cbai.com

