

Seminar Date: Wednesday, June 3, 2009  
1:00p-2:30p

Presentation Title:

Don't Get Caught in the Tidal Wave of Employment Law Changes—  
Navigate New Opportunities for the Future

Speaker: Lara Donlon, Esq., SPHR

Presentation Outline:

Below please find a brief outline of the topics that will be covered in the foregoing session. With respect to each piece of legislation, we will review the content of the law as well as practical applications and pitfalls employers are facing.

#### FMLA

- New provisions for military leave and exigency leave
  - Amount of leave available for each
  - who qualifies; who is next of kin
  - DOL issued definitions
- Updated Notice Requirements

#### ADA Amendment

- The new definition of “disability”
- Major bodily functions that are now considered major life activities
- Use of Mitigating Measures

#### Ledbetter Act

- Increase in compensation discrimination focus
- Can employees really reach back “forever” on discriminatory pay practices?
- Steps to take to reduce risk

#### Employee Free Choice ACT (EFCA)

- Amends the National Labor Relations Act
- If passed, union organization no longer a secret ballot

#### Fair Minimum Wage Act of 2007

- Update on relationship between Florida and Federal laws this July

American Recovery and Reinvestment Act of 2009 (time permitting)

- COBRA subsidy of 65%
- Who it applies to and for how long
- Necessary for employers with 20 or more employees in prior calendar year
- Payroll tax credit