

FiveL Company's 2024 Webcast Series for HR Pros – Top Picks for 2024!

- **When?** 11 programs, 4th Wednesday of every month, Jan – Oct; 3rd Wednesday in Nov.
- **What Time?** Noon - 1:15 p.m. ET (*New Time for West Coast HR Peeps!*)
- Programs generally provide certified HR Pros with 1.25 credits pre-approved by HRCI and SHRM.

NOTE: Topics are subject to change to address emerging issues.

- I. January 24th - Wage and Hour Issues & Updates Impacting Non-Exempt Employees – this was the #1 topic in our recent survey. This program will cover common pitfalls to avoid related to pay deductions, bonuses, overtime calculations, recordkeeping, and more.
- II. February 28th - Wage and Hour Issues & Updates Impacting Exempt Employees – this program will parallel January's topics as they apply to exempt employees and will *not* cover classification issues that are scheduled to be covered in May.
- III. March 27th – Equal Pay & Pay Equity – the Equal Pay Act was enacted in 1963. More than 30 years later, Equal Pay Day was established. What is the difference between equal pay and pay equity? Have these efforts met their intended goal? In this program we will review the intended goals, their relevance in today's labor market, lessons learned from recent cases, factors employers should consider when conducting their internal analyses, and more.
- IV. April 24th – Bullying in the Workplace – Is there such a thing as lawful harassment? Join this program to find out and consider how workplace bullying differs from harassment and discrimination, recent trends and statistics, what employers can do to address it, and avoid legal liability for unintended consequences.
- V. May 22nd – To Be or Not to Be Exempt: Classifying Employees under the Fair Labor Standards Act (and state rules) – this topic was tied for #1 in our recent survey. This program covers a higher-level overview than the managers' series program of the basics for properly classifying an employee as exempt or non-exempt under the FLSA, trends in state tests, and changes on the horizon for 2024, including the DOL's final overtime rule, anticipated as of this writing in 2024.
- VI. June 26th – Up in Smoke: Cannabis, Substance Use, Abuse, & the Workplace – This program will provide updates on federal and state rules and trends related to the latest statistics, substance testing of applicants and employees, assessing fitness for duty, and more.
- VII. July 24th – Conducting Prompt and Proper Workplace Investigations - this program will provide a step-by-step overview for conducting workplace investigations including whom to interview, in what order, how, where, what part legal counsel may play, with updates since this topic aired in May 2023.
- VIII. August 28th – Sex Discrimination & Harassment: The Continuing Evolution - The demographics of sex discrimination have been changing for decades. In 1998, the U.S. Supreme Court addressed whether same sex harassment was actionable. Twenty-five years later, we are managing issues related to individuals' sex, sexual orientation, gender identity, and more. This program will address the latest trends from federal, state, and local perspectives, EEOC statistics, recent case studies, and more.
- IX. September 25th – ADA Update – Disability-based charges published in 2023 as filed with the EEOC hit their highest level in the last five years. Every month, the EEOC's news page lists multiple disability-based lawsuits that are settled for hundreds of thousands of dollars. This program will review select cases in the last 12 months, lessons learned from each, proactive resources for you and your employees who face physical, mental, and other challenges impacting their ability to fulfill their potential.

- X. October 23rd – FMLA Update - every year there are new cases, interpretations, and federal legislation poised to impact when, how, and for whom employers administer leave under the federal Family and Medical Leave Act. This program will review these and state/local trends with proactive tips and pitfalls to avoid.
- XI. November 20th - Employee Handbooks: What They Say & What You Do – Which policies tend to create the biggest problem for employers? Can a policy create an implied contract? This program will review the last 12 months of pitfalls and proactive practices to help you convey the message you intend and *not* create unintended obligations.

Looking for tailored training for your management and supervisory team members? Check out the [webcast series for managers](#) as well as Look-to-the-Book training that can be provided in combination with a discounted bulk purchase of Ms. Walters' book. Click on the book for a sneak peek!



A SHRM's "Great 8" Best-Seller for 8 consecutive years!