

## 2019 Calendar of Presentations

January 10



### Unleashing the Leader in YOU!

**Cecilia Gorman**, Owner, Creative Talent Partners

Leaders have the power to make or break a company. Not only are they responsible for making good business decisions, they shape the mindset, growth and impact of the rest of the employees in the organization. For such an important role, people often need help connecting their individual development efforts to organizational success. In this insightful keynote, Cecilia Gorman breaks down key factors of great leadership, and shows HR professionals simple steps to take to drive employee initiative in moving their own career forward. It's imperative to make the connection between employee leadership efforts and overall business strategy, and in this session, we'll show you how.

1.25 hours Strategic Credit

February 14



### What's Left of the ACA?

**Marilyn Monahan**, Attorney/Owner, Monahan Law Office

What remains of the Affordable Care Act? Join us for this enlightening session with perennial favorite Marilyn Monahan as she dissects what has happened and what is projected to happen this year and beyond. The IRS has begun sending out penalty notices for 2015 and 2016 and proposed penalties are in the millions of dollars. This is a task we must do right, or we could incur significant penalties for our employers.

1.25 hours General Credit

March 14



### Employee or Independent Contractor?

**James McDonald**, Attorney, Fisher and Phillips

The California Supreme Court's *Dynamex* re-shaped the landscape of California law regarding proper classification of independent contractors. This presentation will explain the new "ABC" test announced by the court to determine whether contractors are properly classified. The program will also highlight the exposure that can result from improperly classifying employees as contractors, including wage and hour liability, unemployment and withholding tax audits, and civil penalties

1.25 hours California Credit

April 11



### The Wacky World of Employment Law

**Joe Clees**, Attorney, Ogletree Deakins

One of the firm's most anticipated seminar, this explores the wacky, zany, and always unpredictable world of employment law. Come and join us as we discuss the worst of the worst (or is it best of the best?) and learn how we can protect our organizations from outlandish claims.

1.25 hours General Credit

May 9



### Employee Handbooks

**Greg Labate**, Attorney, Sheppard Mullin

An employee handbook is an essential document that introduces your employee to the Company and can establish minimum standards of behaviors. It can house company policies and procedures from the mundane to the essential. It can be instrumental in defeating unemployment or wrongful termination claims, provided the handbook is written well. This session will offer many practical tips and applications for any HR department in crafting or updating this document.

1.25 hours General Credit

**2019 PIHRA South Bay  
Calendar of Presentations**

June 13



### What to Expect in an Employee Benefits Summary Audit on Health Plans

TBD, Guest Speaker, Department of Labor

What could be more disconcerting than receiving a letter from a federal agency stating your health care plan will be audited? Join us as we hear from the Department of Labor themselves about what to expect from an audit. We will learn how we are notified, best practices during the investigation, and how we can insulate our companies from possible fines or penalties.

**1.25 hours General Credit**

July 11



### Emotional IQ

Mike Lee Speaker/Author, MindShift Labs

Come and join us as we hear from Mike Lee, mindfulness expert, speaker, and internationally-sold author. Learn how to improve your mindfulness and emotional IQ skills to decrease stress, improve performance, and increase self-awareness. In a world of dopamine dispensing devices and constant distractions, mindfulness and emotional IQ are no longer luxuries. They are the required price for peak performance.

**1.25 hours General Credit**

September 12



### The Interactive Process in Action

Nicole Minkow, Attorney, Pearlman, Borska, & Wax

We hear about the Interactive Process, but do we really know when and how to conduct it? Come and join employment law expert Nicole as she discusses when to conduct an interactive process and what documentation may be needed. We will discuss the dynamic nature of the process and will include the interactive process for both physical and mental health disciplines. This is a session you will not want to miss!

**1.25 hours California Credit**

October 10



### California's Diversity Landscape

Cynthia Emry, Attorney, Jackson Lewis

Tracy Constantino, Attorney, Jackson Lewis

California is often hailed as one of the most progressive states when it comes to employee equality, pay, and protections. This session will explore specific California laws based on diversity. Learn about the new board of directors' requirement for female representation or the California Gender Recognition Act. Do you know what to do when an employee in transition requests to use the alternate sex restroom? What about when they ask to be called by a new name? How do you educate the rest of the workforce? Come and join us as we discuss all of these very relevant issues and identify any potential landmines you can help your company avoid.

**1.25 hours California Credit**

November 14



### Employment Law Preview: A Look to 2020

Jonathan Fraser Light, Founder, LightGabler

Don't miss this event to gain new strategies to help you avoid common pitfalls and prevent new problems. Favorite speaker Jonathan Fraser Light will discuss employment law developments, state and federal court cases, and significant California legislation enacted in 2018, as well as insights into how HR professionals can be better prepared for 2020.

**2.0 hours General Credit**

December 4



### Holiday Mixer

Join us once again for our annual mixer and gift gathering for 1736 Family Crisis Center. Event begins at 5:30 PM at Il Forno Restaurant in Manhattan Beach.