

54th Annual HUMAN RESOURCES CONFERENCE



To continue the tradition of AEC's Annual Human Resource Conference, MSEC is proud to be a part of the 54th Annual HR and Employment Law Conference, January 2010. This conference helps you plan for and deal with today's challenges with a focus on the human resources and legal aspects surrounding workplace matters. Employers who take the time to think ahead can be proactive in the current environment.

8:30 a.m. Registration

9:00 a.m. Welcoming Remarks - Amy Greathouse

9:15 a.m. **Managing the Absent/Late Employee**
Amy Greathouse

If you need a sick day to relieve you of dealing with poor employee attendance, this session is for you! Excessive absenteeism and lateness are serious problems that disrupt operations and negatively affect productivity, quality, and customer service. This session will teach you how to communicate and enforce your attendance standards to reduce absenteeism and lateness rates and deal effectively with employees who are abusing the system. Tools include documentation templates, sample policies, and how to talk with employees to get to the bottom of the issue and determine the proper (and legal) course of action.

10:15 a.m. Break

10:30 a.m. **Keeping Employees Up When the Economy is Down**
Marnell Mola, SPHR-CA

It can be difficult enough motivating employees when times are good. But when times are tough, as they are these days...everything changes. News of decreased sales fuels gossip about potential layoffs. The stock market decline has reduced many retirement accounts by more than 40 percent. And when the company starts to cut perks like free coffee, it is enough to make even the most loyal employees start looking for other options. During this session we will discuss some of the things that employers can do to motivate and engage their employees during what could be considered the most difficult times in our history.

11:15 a.m. **Is Your Organization LinkedIn?**

Karen Stafford, SPHR

This is not your typical "Social Networking" session! Social media and social networking sites are changing the way employers manage their businesses. Organizations wishing to engage in social networking need to understand their business needs before embarking on this journey through cyberspace. Facebook, LinkedIn, Twitter and many other sites are revolutionizing the workplace. Now an organization can meet the needs of its consumers while at the same time engage their employees in the business. Will your company's culture embrace or reject this new technological wave? Discover where social media and social networking may lead your organization in this informative session.

12:00 p.m. Lunch (included in the price of registration)

1:00 p.m. **After the Recession: Rebuilding Your Organization in an Improving Economy**
Michelle Jacobsen, Esq.

Employers are breathing easier as economic indicators predict the recession is coming to a long awaited end. Recent statistics show an increased demand for workers and a reduction of job losses. Is your organization on the cusp of a rebound? Are you considering increasing hours, hiring more workers, or using independent contractors, interns or volunteers? Each option has some potential legal pitfalls. As the recovery begins, employers face new legal challenges in an environment of expanded agency oversight. Are you ready?

1:45 p.m. **Making Sense of Misconduct for Unemployment Compensation**

Dave Smith, Esq., GPHR

All an employer needs to do to prevail in an unemployment compensation hearing is to prove the employer discharged the employee for misconduct. Many times, however, the employer's definition of misconduct differs from the Arizona state law definition of misconduct. This session will review what unemployment compensation misconduct is and what an employer needs to do to prove misconduct. This session will also cover the "Gross Misconduct" standard related to COBRA.

2:45 p.m. Closing Remarks

Thursday, January 21, 2010

Registration 8:30 a.m. | Program 9:00 a.m. - 3:00 p.m.
\$129 per person (lunch included)

Desert Willow Conference Center

4340 East Cotton Center Boulevard
Phoenix, Arizona 85040



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AZ HRELC 1209

REGISTRATION FORM – 54th Annual Human Resources Conference

Three options for registering:

- Register via email to registration@msec.org; simply type in your email that you want to register for the Arizona HR Conference on January 21, include your contact information, and we'll do the rest!
- Register by phone by calling 1-800-884-1328
- Mail this registration form with payment to MSEC Arizona, 3305 E. Greenway, Suite 10, Phoenix AZ 85032

Members of MSEC AZ (AEC) will be invoiced. Non-members must pay in advance. \$129 per person includes continental breakfast, snacks, lunch, soft drinks, and materials.

Name:

Name:

Name:

Company:

City:

State:

Zip:

Telephone Number:

Fax Number:

Email Address:

- Check to follow in mail for \$_____ (faxing registration now)
Please make check payable and send to: MSEC Arizona, 3305 East Greenway Rd, Suite 10, Phoenix AZ 85032

- An accommodation will be needed as follows:

- Vegetarian meal please for Attendee(s): #_____

Cancellations: You may cancel your registration up to 10 business days prior to the conference and we will provide a refund less a \$25 cancellation fee. Cancellations must be made via email to registration@msec.org. If you need to cancel less than 10 business days prior to the conference, you may send a substitute from your organization; otherwise, the fee is non-refundable. Please note that if you don't cancel and don't attend, you are still responsible for payment. Substitutions may be made at any time by emailing registration@msec.org.

Conference Location

Desert Willow Conference Center

4340 East Cotton Center Boulevard

Phoenix, Arizona 85040

January 21, 2010 – Registration 8:30 AM; Program 9:00 AM – 3:00 PM

Directions: www.desertwillowconferencecenter.com or 602-431-0001

We look forward to seeing you!