

Wells Fargo Insurance risk seminar series

The nuts and bolts of Minnesota break and leave laws



You're invited:

Please join Wells Fargo Insurance for an informative presentation about the nuts and bolts of Minnesota break and leave laws, including Minneapolis's new sick leave policy.

About the seminar:

Business professionals, supervisors, and managers must understand the nuances of breaks and leave laws, from the mundane to the unusual. Learn about the latest developments: Minneapolis's sick leave law, meal breaks; restroom breaks; nursing mothers' rights in the workplace; time away from work for voting, school or related family activities, prayer or sick time, or parenting, and other leaves. We'll discuss recent cases so you can walk away with best practices for managing breaks and leaves.

About our speakers:

Tom Marshall

Attorney
Engelmeier & Umanah, P.A.

Tom Marshall practices in several areas of workplace law, including discrimination matters, disability management issues, and enforcement or challenges to restrictive covenants, trade secrets, and related obligations. He also provides training and counseling on policies, handbooks, and other day-to-day employment issues. He has represented employers and employees in trials, appeals, mediations, arbitrations, administrative hearings, and all other aspects of litigation in Minnesota and the U.S.. He has more than 30 jury cases to verdict in state and federal courts. Tom has been frequently recognized as a Super Lawyer in its annual polls of Minnesota attorneys and a 2015 Attorney of the Year.

Sue Fischer

Attorney
Engelmeier & Umanah, P.A.

Sue provides proactive counseling and legal advice to employers on a range of human resources and employment matters. She frequently counsels employers on performance management; effectively managing leaves, employees with disabilities and reasonable accommodations; employment contracts; reductions in force; and how to avoid and defend against allegations of discrimination, harassment, and retaliation. She assists businesses to stay up-to-date and in compliance with employee policies and handbooks. Sue also advises employers and employees on executive contracts, noncompete obligations, separation agreements, and issues related to discrimination and retaliation. Her goal is to assist employers and employees resolve issues and avoid litigation. Sue was recognized as a 2015 Attorney of the Year by *Minnesota Lawyer*.

The presenters do not represent Wells Fargo in a legal capacity.

Who should attend:

- Human resources personnel or business owners who perform human resource functions
- Employees who are responsible for hiring and developing employee policies
- Employees who are involved with managing leaves
- Supervisors involved with implementing breaks

Wells Fargo Insurance 2016 seminar schedule:

September 21 - OSHA/HCS: MN OSHA/MN ERTK - What you need to know now

Presented by: Peter Kuzj and Stuart Williams, MN OSHA Safety Consultation

The Minnesota Occupational Safety and Health Administration (MN OSHA) adopted the revised Federal Hazard Communication Standard in September 2012. Most people can now recognize the GHS aspects of the standard. You've probably trained all your employees and have revised your existing program(s) to meet the compliance requirements, right? Are there aspects of your revised program that you might have missed? Come find out.

This presentation is intended to help you understand and comply with the U.S. OSHA Hazard Communication Standard (HCS) while maintaining compliance with the MN Employee Right to Know (MN ERTK) program requirements. A brief overview of the (MN AWAIR) A Workplace Accident and Injury Reduction program and its implications for safety and health management will also be discussed.

Our speakers are MN OSHA experts who provide strategic advice regulatory standards and compliance. As workplace safety consultants for MN OSHA, Pete and Stuart provide consultative services to MN OSHA recognition program participants. These programs recognize companies where managers and employees work together to develop safety and health management systems that go beyond basic compliance with all applicable OSHA standards, and result in immediate and long-term prevention of job-related injuries and illnesses.

Please feel free to share any seminar topic ideas you may have for future seminars. Thank you.

Presented by

Tom Marshall, attorney
Engelmeier & Umanah,
P.A.

Sue Fischer, attorney
Engelmeier & Umanah,
P.A.

When

Wednesday, July 20, 2016
9:00 a.m. - 11:30 a.m.
Continental breakfast will be served.

Where

400 U.S. 169 South St.
1st floor, Conference Center
100, Room 102
Wells Fargo Insurance
St. Louis Park, MN 55426

Directions

- From Highway 169
- Take Betty Crocker Dr.
- Turn left onto Shelard Parkway
- Turn left onto Ford Road
- Turn left onto Ford Lane
- Turn right onto Frontage Road
- Turn right into the building parking lot
- Enter the lobby on west side of the building

RSVP

Amy Harwood
952-242-3071
amy.harwood@wellsfargo.com

When sending an email or leaving a voicemail, please include each participant's full name, company name, and phone number.