



# TIMELY HR ISSUES

## Including Harassment, Marijuana, Employment Law and More

Equip your HR department with knowledge on the most important issues for 2020

**ENROLL NOW!**

### Stay up-to-date with popular HR topics and learn how to:

- Understand how to define and apply rules in relation to what constitutes workplace harassment
- Coordinate FMLA, OSHA, ADA and Drug-free Workplace requirements when handling an employee who tests positive for THC
- Identify the SSA's no-match letter dos and don'ts for resolving errors and ensuring "safe harbor" for your organization
- Apply the 2020 FLSA overtime exemptions to the qualified positions in your organization
- Conduct a thorough workplace harassment investigation
- Implement policies and training programs that address workplace harassment issues
- Find the latest legal thinking on the classification of independent contractors and Gig Economy workers using the ABC Test



FAX

913.967.8849



ONLINE

[www.pryor.com](http://www.pryor.com)



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1.800.556.2998



MAIL

Fred Pryor Seminars  
P.O. Box 738002  
Dallas, TX  
75373-8002



## Who Should Attend

- Human resources directors and staff
- Payroll managers and processors
- Managers, supervisors, team leaders
- Business owners
- General managers, operations managers

## Are you prepared to keep your company out of legal trouble?

Human Resources is constantly met with changing laws, sweeping trends and a workforce that is continually evolving and reinventing itself. Ensure you understand the changing paradigms and are able to keep your workforce safe from litigation by staying informed on the latest HR topics and trends.

Every day, the headlines sound more and more like a soapy TV drama, or a satire ripped from the headlines of *The Onion*. Sex, drugs, money and absurdity dominate the national conversation at an unprecedented level. This is why employers and human resources professionals must have a firm understanding of the laws and evolving definitions surrounding employment law and changing HR trends.

## Free Digital Resources for Every Participant



Your registration includes a variety of seminar resources that highlight pertinent information. These materials are offered digitally—making learning interactive and easily accessible. Reference these materials time and time again to recall key points and problem solve.

Staying up-to-date with human resource policies is crucial to every HR role. A misstep when it comes to HR can cost your company thousands in legal fees. With the frequent updates and changes to HR policies, it's difficult to know what information is the timeliest.

Fred Pryor Seminars has you covered. Our experts provide invaluable knowledge needed to stay on top of HR policy updates, while avoiding legal woes and empowering your workforce.



In 2018, more than 7,500 sexual harassment claims were filed with the EEOC, which was a 14% increase from the previous year. – National Conference of State Legislatures

32% of employees don't know that jokes can be a form of harassment. – True Office Learning

There are 1.2 million authorized users of medical marijuana in the United States. – Society for Human Resource Management

33 states allow marijuana for medical use and 11 states allow recreational use – Society for Human Resource Management

1.3 million American workers are now eligible for overtime pay as of 1/1/2020. – Department of Labor

# SEMINAR HIGHLIGHTS

## AGENDA

### I. Harassment and Title VII Protections

- Title VII protections
  - When is a “religion” a religion?
  - Understanding the full scope of sexual harassment
- The evolving issues and definitions you should understand
  - Gender identity and expression
  - Sexual misconduct vs sexual assault
  - Defining consent
  - Romantic relationships in the workplace
- Policies, procedures and training responsibilities
  - Keys to writing defensible policies and procedures
  - Tips for designing training that covers all aspects of harassment
- How to conduct a proper harassment investigation

### II. Marijuana in the Workplace

- Federal Law vs. State Law – Who Wins?
  - Which laws apply when an employee travels to a state where marijuana is legal
  - Next steps when CBD oils create a “false” positive
- Pros and cons of including THC testing in your drug screening process
  - Off duty conduct laws
  - States that prohibit THC screening
- How to handle FMLA, ADA, OSHA and Drug-free Workplace when an employee uses marijuana legally
  - Medically
  - Recreationally



**CHECK-IN:** 8:30 A.M. – 9:00 A.M.  
**PROGRAM:** 9:00 A.M. – 4:00 P.M.

### **III. Social Security Administration No-Match Letters**

- Key steps to resolving the no-match
- Tax reporting obligations
- How the letter affects I-9 and eVerify processes
- What to do when the problem is not easily identified
- Tips for conducting a successful and compliant discussion with the employee

### **IV. Worker Classification**

- Three keys to determining proper classification between exempt and non-exempt
- Meeting the salary threshold using the 10% allowance
- Understanding the Gig Economy
- Contractor classification and the ABC Test
- DOL and IRS classification tests

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# TOP 10 REASONS TO TAKE THIS COURSE:



1. Your HR team doesn't have a firm policy on sexual harassment.
2. You're unsure of the difference between state and national laws in relation to marijuana in the workplace.
3. You're unaware of how to resolve SSA no-match.
4. You're struggling with proper classification between exempt and non-exempt.
5. Your harassment training doesn't cover all types of harassment.
6. You can't decide if you should include THC testing when performing drug screenings.
7. You're unsure how to discuss an SSA no-match with an employee.
8. You need more knowledge on temporary workers and their classification.
9. You can't determine what protected class is or isn't under Title VII.
10. You're overwhelmed with the policies when an employee uses marijuana legally.

## GUARANTEED RESULTS

All of our seminars are **100% SATISFACTION GUARANTEED!** We're confident this seminar will provide you with the tips and techniques you need to better understand the law as it applies to human resources. If for any reason you are dissatisfied, send a letter (Attn: Customer Relations) within 30 days of your seminar attendance stating the reason you were not satisfied, and we'll arrange for you to attend another one of our seminars or receive a full refund — *hassle-free*.

## REGISTRATION INFORMATION

**Enroll Today!** Hurry, our seats fill fast. Guarantee your enrollment by paying your tuition today. You will receive a confirmation once your registration is complete.

**Payment is due before the program.**

**Quick Confirmation!** To receive your confirmation within 48 hours, please complete the Quick Confirmation section of the registration form. Be sure to provide us with your email address and/or fax number.

## CANCELLATIONS AND SUBSTITUTIONS

You may cancel your registration up to 10 business days before the program, and we will refund your tuition less a nominal cancellation fee. Substitutions and transfers may be made at any time to another program of your choice scheduled within 12 months of your original event. Please note, if you do not cancel and do not attend, you are still responsible for payment.

### Please Note

- You will be notified by email, fax and/or mail if any changes are made to your scheduled program (i.e., date, venue, city or cancellation).
- Walk-in registrations will be accepted as space allows.
- For seminar age requirements, please visit <http://www.pryor.com/faq.asp#agerequirements>.
- Please, no audio or video recording.
- You will receive a Certificate of Attendance at the end of the program.

## TAX-EXEMPT ORGANIZATIONS

If you are tax-exempt, enter your tax-exempt number in Section 4 on the Registration Form. Please mail or fax a copy of your Tax-Exempt Certificate with your registration for payment processing.

## TAX DEDUCTION

If the purpose of attending a Fred Pryor seminar is to help you maintain or improve skills related to employment or business, expenses related to the program may be tax-deductible according to I.R.C Reg. 1.162-5. Please consult your tax adviser.

## CONTINUING EDUCATION UNITS (CEUS)

Fred Pryor Seminars offers CEU credits based on program length and completion. Credits are issued according to the National Task Force for Continuing Education guidelines and approval is at the discretion of your licensing board. Questions or concerns should be directed to your professional licensing board or agency.

## COMPLETION & CONTINUING EDUCATION CERTIFICATES

To obtain a certificate documenting your completion and/or CEU credits, please visit [www.pryor.com/certificate](http://www.pryor.com/certificate). Certificates will be available 10 days after your event has ended.

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Onsite Training allows you to train work groups, teams and entire departments for less than the cost of traditional public seminars or other training options. Give your staff the skills, knowledge and confidence they need to meet tough workplace challenges head-on, realize their full potential and perform at their peak.

For a free consultation, visit us online at [pryor.com/onsite](http://pryor.com/onsite) or call us at **1-800-944-8503**



To update your contact information, see page 7.

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- **Online** pryor.com
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**YES!**

I'm ready to learn effective ways to handle HR problems! Enroll me today! Group discounts available.

**1**

SEMINAR  
 Seminar City: \_\_\_\_\_  
 Seminar Date: \_\_\_\_\_ City Event #: \_\_\_\_\_

**2**

YOUR ORGANIZATION  
 Organization: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ St: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 Tele: \_\_\_\_\_ Fax: \_\_\_\_\_  
 Approving Mgr's Name:  Mr. \_\_\_\_\_  
 Ms. \_\_\_\_\_  
 Job Title: \_\_\_\_\_  
 Email Address: \_\_\_\_\_  Business  
 Home  
 **Quick Confirmation** Please  email or  fax my confirmation to me within 48 hours.

**3**

WHO WILL BE ATTENDING  
 Mr. \_\_\_\_\_  
 Ms. \_\_\_\_\_  
 Job Title: \_\_\_\_\_  
 Email (required): \_\_\_\_\_  Business  
 Home  
 Mr. \_\_\_\_\_  
 Ms. \_\_\_\_\_  
 Job Title: \_\_\_\_\_  
 Email (required): \_\_\_\_\_  Business  
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 Please list additional names on a separate sheet.

**4**

METHOD OF PAYMENT  
**Important: Send your payment now. Tuition is due before the workshop.** Please make checks payable to Fred Pryor Seminars and return form to: P.O. Box 738002, Dallas, TX 75373-8002. Our federal ID# is 92-2053228 (FEIN).  
 Please add applicable state and local tax to your payment for programs held in Hawaii (4.166%; plus applicable county surcharge), South Dakota (6.5%) and West Virginia (6%; plus applicable local tax).  
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 3.  Bill my organization. Attention: \_\_\_\_\_  
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 Please attach a copy of your Tax-Exempt Certificate for payment processing.

**Note:** If you've already registered by phone, by fax or online, please do not return this form.  
**REGISTRATION FORM – Timely HR Issues Including Harassment, Marijuana, Employment Law and More**