

Conducting Lawful Layoffs

Web Seminar

July 22, 2010

10:00 a.m. - 11:00 a.m. PST

Description:

With all sorts of belt tightening taking place, many employers are trying to make their companies lean and mean. Okay, maybe not mean, but definitely lean. This often involves lay-offs. However, no employer wants to reduce headcount only to find that it has traded payroll expenses for the expense of defending a lawsuit. This presentation will focus on trimming your workforce in a way that reduces your risk of buying a lawsuit. We will discuss the documentation, selection, and lay-off process in an educational, entertaining way. The presentation will feature a comprehensive discussion of the laws relating to separations in California, the unintentional mistakes supervisors often make that lead to lawsuits, and the important personnel practices that constitute legal lay-offs.

Learning Objectives:

- ✓ Understand the overlapping laws relating to separations in California
- ✓ Learn how to avoid common mistakes made by supervisors in conducting lay-offs

Faculty:

Ms. Kirstin Muller, a partner with the Los Angeles office of the law firm of Curiale Hirschfeld Kraemer LLP, practices labor and employment law, representing clients in litigation before state and federal courts, as well as administrative agencies. Her labor and employment law experience involves defending employers in a broad range of disputes involving discrimination, wrongful termination, wage and hour, and traditional labor law issues. Ms. Muller became a member of the California State Bar Association in 1996, and is currently a member of the Women Lawyers Association of Los Angeles. She was recently selected as a Southern California "Super Lawyer Rising Star" by *Los Angeles Magazine*.

Recommend for:

Human Resources Executive Directors
Benefits Specialists
Leave of Absence Specialists
HR Generalists

How a Web Seminar Works

This web seminar allows you to attend and participate without ever leaving the office. The seminar is presented live, via the Internet and a telephone line.

Audio for the seminar is accessed through a telephone. During the program, you will have the opportunity to ask questions to the presenter. If multiple people will be listening to the program at your office, you can listen via speakerphone. The slide presentation is accessed on your computer via the web.

Tuition

This program is open to members of the Hospital Association of Southern California.

HASC Hospital Members:
\$125 (per connection)

Multiple staff can participate from one location for one tuition fee. Please note that if an additional attendee connects from another location, they will be invoiced separately.

Payment must be received no later than two days prior to the program.

Confirmation and Instructions

Upon receipt of payment, you will receive a confirmation e-mail and complete instructions on how to access the program.

Register by Fax

Fax your registration to (213) 482-8537. **Registration deadline is July 18, 2010.** *If you are planning to pay by check, please fax your registration form to ensure that it is received before the registration deadline.* Checks should be made payable to HASC and mailed to:

Hospital Association of Southern California
Attn: Human Resources - Conducting Lawful Lay Offs Web Seminar
515 South Figueroa Street, Suite 1300
Los Angeles, CA 90071-3300
Please note on check: 112-4350-000

Cancellation Policy

A \$25 non-refundable processing fee will be retained or invoiced for each cancellation. Cancellations must be e-mailed by **July 18, 2010** to kochoa@hasc.org. Cancellations and non-attending registrants are responsible for the entire registration fee and will be invoiced if payment has not been received. Fees are non-transferrable to other HASC/HHRMAC seminars.



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Thursday, July 22, 2010
10:00 a.m. - 11:00 a.m. PST

Fax your registration form to (213) 482-8537 by April 6, 2010.

\$125 HASC Hospital Member

Name: _____

Title: _____

Organization: _____

Address: _____

City: _____

State/Zip: _____

Email *required*: _____

Phone: _____

Multiple staff can participate from ONE location for the same tuition fee. *Please note that if an additional attendee connects from another location, they will be invoiced.*

	Name	Title
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____

PAYMENT METHOD:

MasterCard Visa American Express Check # _____

Card # _____ Exp. Date: _____ Amount: _____

Cardholder Name (please print): _____

Cardholder Address: _____ City: _____ State: _____ Zip: _____

Cardholder Phone: _____ Authorized Signature _____ Date: _____

I have read and understand the cancellation policy stated above.

Signature _____