

THE RIO FOUNDATION PRESENTS

EMPLOYMENT LAW: *The Basics*

SEMINAR FOR EMPLOYERS, ATTORNEYS, HR PROFESSIONALS, CPA's, *et al.*

SEMINAR CONTENT AND SCHEDULE

8:00 a.m.	Registration
8:10 a.m.	Introduction
8:30 a.m.	Alternative Dispute Resolution Using Mediation and Arbitration to Avoid Lawsuits
9:00 a.m.	Employment Discrimination
10:00 a.m.	Break
10:10 a.m.	Employment Discrimination, continued
11:15 a.m.	Unlawful Harassment
11:45 a.m.	Lunch - 'On Your Own'
12:30 p.m.	Fair Labor Standards Act ('Wage and Hour')
1:30 p.m.	Federal Statutes - Miscellaneous
3:00 p.m.	State Law : Constitution, Statutes, & Common Law
4:00 p.m.	HR Audit - Practice Tips <small>'nuts & bolts' of personnel management, including employee handbooks, document wrangling and retention, policy administration, defensive hiring & firing, insurance, payroll, etc.</small>
5:00 p.m.	Questions & Answers

TOPICS INCLUDE

- **Gender Issues** - *When John Says He's Now Jane* - The dangerous intersection of Sex Discrimination, Disability & Religious Liberty at the workplace
- **Social Media** - & The National Labor Relations Act: Employee Activity on Social Media concerning work-related matters - Balancing the Employee's Free Speech & The Employer's Legitimate Business Interests - *The National Labor Relations Board Is Watching!*
- **Individual Personal Liability** - When the Individual owner, managers, and supervisors can be sued as individuals
- **Risk Management** - Using Mediation & Arbitration to avoid employment Lawsuit: Alternative Dispute Resolution ('ADR') Program for Employment disputes

REGISTER NOW!
ONLY \$299 !

**\$249 - Early Bird* and
Chamber of Commerce Members Discount : \$50.00!**

* FIRST 20 TO REGISTER

FREE: The First 20 Early Birds receive a 'Wage & Hour'

(Fair Labor Standards Act) Compliance Book – a \$40.00 value!

\$299 - Regular & Walk-Ins

Registration is Simple : Mail Your Check To Rio Services

932 Morningside Drive, Terrell Hills, TX 78209.

riohrservices@gmail.com • 800.946.1990 • 956.434.9996

Employers' Free Bonus - \$800 Value !

**All Employers attending receive Rio's Alternative Dispute
Resolution Program for Employment Disputes and Employer
Assistance Service FREE for three months – an \$800.00 value !**

*REGISTRATION IN ADVANCE OF SEMINAR DATE
IS NECESSARY TO ENSURE SEAT AND COURSE BOOK.

If unable to attend, Seminar Course Book may be purchased for \$149.

Location :

Fort Stockton Chamber of Commerce

1000 Railroad Avenue - Fort Stockton, TX 79735

Thursday, November 14, 2024 - 8:00 a.m. - 5:00 p.m.

for information call : **800.946.1990 & 956.434.9996**

riohrservices@gmail.com & dhlaw1947@att.net

Register now – save \$50 ! • seating limited