



Avoiding the Top Ten Biggest Mistakes in the FMLA & FLSA Minefields

The Family Medical Leave Act (FMLA) and Fair Labor Standards Act (FLSA) are two of the most complex federal laws applicable to employers. Employees often misunderstand their rights and responsibilities under the FMLA, and employers just as often make critical errors in administering FMLA. Wage and hour litigation under the FLSA has increased more than 300% over the past decade and over 6,000 wage and hour lawsuits were filed last year alone. In this informative and interactive session, attorney Sarah Delaney Vero will uncover the top ten mistakes employers make when navigating the FMLA and FLSA minefields and provide participants with the essential guidance they need to avoid these big mistakes.

Guest Speaker: Sarah Delaney Vero of Delaney Vero, PLLC

Sarah Delaney Vero is an attorney and owner of Delaney Vero, PLLC, a law firm that focuses on the human side of businesses, by providing creative, trustworthy and cost-effective employment law and human resources guidance to employers. Sarah works closely with employers to address a wide range of human resource issues, including employee hiring, management, and terminations, proper employee classification and pay, medical leaves and other accommodations, employee handbook policies and procedures, workplace investigations, and employee development training. Sarah is a frequent lecturer on employment matters, including discrimination and harassment avoidance, workplace investigations, safe hiring practices and Federal and State leave laws. In 2010, Sarah was recognized by the Capital District Business Review as a "40 Under Forty" honoree.

This program has been pending-approved for 1.5 (General) recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). Eligible requesting attendees will receive the certificate of attendance and program code number at the conclusion of the session. The use of this seal is not an endorsement by HRCI concerning the quality of the program. It means that this program has met the HRCI criteria to be pre-approved for recertification credit. For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.



Date: Friday, March 1, 2013

Registration and Breakfast: 8:00 – 8:30 a.m.

Program: 8:30 – 10:00 a.m.

Location: Sunmark Federal Credit Union, 1187 Troy-Schenectady Road, Latham, NY 12110

Cost: \$20.00 per person (includes breakfast buffet)

Registrations will not be accepted after the deadline date of 02/25/2013