



THE CERTIFICATE IN EMPLOYEE RELATIONS LAWSM SEMINAR

The nation's leading seminar (since 1979) for practical and current information on all significant employment law topics.

- Critical information and insights you need to confidently function at your best.
- The finest faculty in the country. Talented teachers... experienced, responsive.
- More than 80,000 HR professionals have made this the most popular and successful employment law seminar.
- Attractive program locations nationwide.
- Collegial, enjoyable training/networking environment.

Austin

January 28-February 1, 2019

Scottsdale

March 4-8, 2019

Atlanta

April 8-12, 2019

Orlando

July 15-19, 2019

Newport Beach

August 12-16, 2019

Chicago

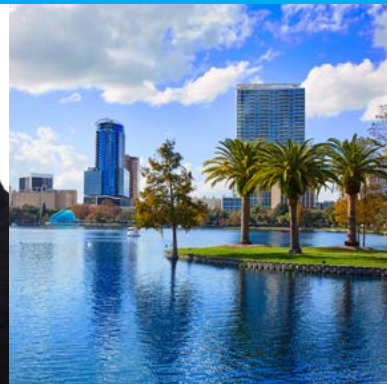
September 23-27, 2019

Las Vegas

October 21-25, 2019

Washington, D.C.

November 4-8, 2019



“The attorneys who led the sessions were very informative and did a fantastic job utilizing real-life situations to translate the theories and concepts to practical applications.”

Dave Kurland • Human Resources Business Partner • Sonoco Products Company • Memphis, Tennessee



2019

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In Employee Relations
LawSM Seminar**

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This 4 ½ day seminar has been approved for 29.75 credit hours towards PHR and SPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means this seminar has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.



Dear Colleague,

IAML's **Certificate in Employee Relations LawSM Seminar** provides the information and "best practices, positive employee relations" insights you need to be at the top of your profession. Our seminars are not only information-packed, they are enjoyable and feature a collegial atmosphere. And you'll earn IAML's prestigious Certificate, signifying your participation in the nation's most highly regarded (for 40 years!) employment law training.

The seminar is thorough and practically-oriented. It covers all facets of employment law and is up-to-the-minute current. You will learn how to avoid costly employment problems, while improving your employee relations and professional performance.

[IAML's faculty of experienced, prominent employment law attorneys is superb.](#) They have the proven ability and savvy to make the seminars interesting, understandable and fast-paced. Moreover, extensive manuals are provided that will be a valuable resource on the job.

There has never been a better time to invest in this seminar...an investment that will pay tremendous dividends for you personally and for your organization for many years to come. We hope that we can look forward to your participation.

Sincerely yours,

Eric E. Jackson
President



Prominent employment law attorneys and popular IAML instructors, Raymond M. Deeny (left) Partner, Sherman & Howard; John F. Wymer, III (second from left), Partner, Thompson Hine; and Gavin S. Appleby (second from right), Partner, Littler Mendelson; with Robert M. Lee (center), Executive Director, IAML; and Eric E. Jackson, President, IAML (far right).

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Testimonials from Recent Participants

“I thought the Certificate in Employee Relations Law Seminar was great.”

Johnette Carter
Human Resources Generalist
UCHealth
Denver, Colorado

“The program was very good substantively. Both speakers did an excellent job of presenting their respective material.”

Thomas Scarr, Esq.
Member
Jenkins Fenstermaker, PLLC
Huntington, West Virginia

“Enjoyed the instructor, and he seemed to make learning employment law more interesting. I very much enjoyed learning of the real-life cases concerning employment law as well.”

JD Anderson
Human Resources Business Partner
Summit Midstream Partners, LP
Atlanta, Georgia

“I loved that it was a refresh of the laws and we discussed real life examples that had already happened...plus, classmates shared their current situations that we talked through. Instructors were very interesting which made the class much more enjoyable than I was expecting.”

Stephanie Valdez, PHR, SHRM-CP
Sr. People Manager
Virgin Orbit
Long Beach, California

“I really enjoyed the small group and the instructors/content. It made the learning fun and engaging. I enjoyed that we were able to interact and talk through real world situations.”

Alicia Miner
Human Resources Director
Ciox Health
Alpharetta, Georgia



Quality Seminars that Improve On-the-Job Performance

For 40 years, IAML has been totally committed to producing the most practical, comprehensive and enjoyable seminars possible. All significant employment law issues and developments are addressed.

"Amy Zdravecky did a great job on the first two days of the training going over union vs non-union. She was funny, provided some good examples, and did an excellent job. Brenda Heinicke was funny and very charismatic. She provided some great legal cases as examples that challenged our thought process. We were able to present to her situations that are occurring in our businesses which she gave her input on but first asked the class what their thoughts were, which shows she really wanted to engage everyone. Two thumbs up!"

Idalia Castro
Human Resources Coordinator
Amadeus Airport IT Americas, Inc.
Orlando, Florida

Seminar Overview

The Certificate in Employee Relations LawSM Seminar provides the most comprehensive, practical, up-to-date employment law training available. This 4½ day seminar is geared to the real-world needs of human resource professionals, attorneys, and managers. The seminar provides "best practices" insights and information on the full range of employee relations law issues.

This seminar has been presented hundreds of times to tens of thousands of professionals, undergoing continuous improvements, updates and refinement.

The seminar features prominent employment law attorneys who are also excellent presenters. They focus on the practical implications of the law and what steps participants can take on the job to cope with the complex requirements of the various laws and regulations.

Since 1979, the Certificate in Employee Relations LawSM Seminar has been widely regarded as the "professional's choice" for employment law training.

Objectives of the Seminar

The Certificate in Employee Relations LawSM Seminar is designed to provide participants with a broad base of practical knowledge in all facets of employment law.

The seminar provides participants with:

- 1) A comprehensive understanding of all of today's significant employment laws and regulations, and the ability to know what to do about them in their own workplace.
- 2) The skills to recognize and deal with problem situations. Subjects include coping with federal and state regulatory agencies and their requirements, compliance reviews and agency injunctions, negotiating and settling complaints, and minimizing exposure to litigation by learning what steps and policies to implement in the workplace.
- 3) Complete information regarding current and expected future regulations, enabling their organization to anticipate and plan for the future.

Benefits

Tens of thousands of past participants have told IAML that participating in the seminar:

- Enables participants to take concrete and specific actions to substantially reduce their organization's downside risk to expensive, time-consuming and risky litigation.
- Improves on-the-job performance and skills...immediately.
- Provides virtually all the information needed to function effectively in the employment law aspect of a job.
- Increases confidence in dealing with complex employee relations law issues.
- Helps participants to deal more pro-actively with employee relations law issues.
- Increases the participant's value to their organization.
- Provides participants with an excellent environment to meet colleagues and share ideas.

In short, this seminar provides the perfect vehicle for both experienced and less experienced HR professionals and attorneys to get the information and the insight they need to achieve the highest level of professional performance.

Seminar Features

Seminar Structure

The Certificate in Employee Relations LawSM Seminar is comprised of three “blocks” of instruction which are presented over 4½ consecutive days. Participants are encouraged to register for the entire program; however, registrations for only one or two of the blocks are accepted.

The Certificate in Employee Relations Law SM Seminar	
Block I	Labor Law in the Union and Non-Union Workplace 2 Days: Monday and Tuesday
Block II	Employment Discrimination Law 2 Days: Wednesday and Thursday
Block III	Special Issues in Employee Relations Law ½ Day: Friday

Practical Information for On-the-Job Applications

All instruction and reference materials were developed so they can be applied in the everyday workplace. Participants learn the requirements of laws and regulations and how to deal with them in their own organizations.

Extensive Materials

The seminar reference materials (about 1,000 pages) are specially prepared for this seminar and are completely current. The materials are provided to participants during the seminar and serve as valuable desktop reference manuals on the job.

Certificate Awarded

The Certificate in Employee Relations LawSM is awarded after a participant attends all three blocks of the seminar. No examinations are given. These handsome certificates are mailed two to four weeks after the end of each program.

NOTE: If you complete only one or two blocks you can still receive a certificate if you complete the remaining block or blocks within a two-year period. All blocks need not be completed at the same location.

Renowned Instructors

All seminar block leaders are nationally renowned employment law attorneys who have extraordinary legal backgrounds, extensive practical experience and a demonstrated ability to teach the material in an interesting manner.

Personal Interaction

Faculty members encourage questions from participants. All your questions will be answered during the ample time provided during sessions, at breaks, and after the sessions. The collegial atmosphere fosters the sharing of ideas and experiences among participants.

Enhanced Career Performance

Participants tell us that this program improves on-the-job effectiveness, and increases their capacity for career growth.

A Proven Seminar

The Certificate in Employee Relations LawSM Seminar is the original, proven seminar that has been presented hundreds of times since 1979. Participant evaluations tell us that this program meets a nationwide need for a practical, professionally prepared and presented program which covers all facets of employment law.

- Over 98% of past attendees said their participation in the program was worth the time and investment.
- More than 99% of past participants say this program improved their professional performance on-the-job.
- 95% of past participants say the Certificate in Employee Relations LawSM is better than other programs of its type.
- On a scale of 1 to 5, with 5 being the highest possible ranking, the average evaluation of the faculty has been 4.7.

Some organizations have sponsored more than 100 employees and many have made this seminar mandatory or part of their regular training plan. Please see pages 6 through 9 for a partial list of the many thousands of participating organizations.

“I enjoyed the seminar very much and found it very helpful. Both instructors were clearly very knowledgeable and did a great job of mixing in personal experiences to make the laws more relatable.”

Kevin Obringer
Human Resources Generalist
14 West
Baltimore, Maryland

“Solid overall content. Good instructors.”

Jamaal Sanford
Corporate Human Resources Manager
International Dehydrated Foods
Springfield, Missouri

“Your programs are always so organized! Mike and Cara did a terrific job of getting me registered and providing the materials to me on the first day (they were waiting for me at my seat). Our speakers were well versed in the areas they covered. Amy [Zdravecky], in particular, was a huge resource for information on labor unions, collective bargaining, and protected concerted activity. Well done!”

Judith Hall
Chief Human Resources Officer
Purdue Research Foundation
West Lafayette, Indiana

“The instructors were very knowledgeable, and the content was interesting.”

Rochelle Faulkner, PHR
Employee Relations Specialist
Christiana Care Health System
Newark, New Jersey

“I enjoyed the seminar. Bryan Stillwagon did a great job of keeping the class engaged and was able to provide useful information and advice.”

Katherine Rooney
Talent Analyst
Summit Midstream Partners, LP
The Woodlands, Texas

"I enjoyed the small group setting (vs the large cattle call conferences) – it provided a group opportunity to engage in better dialogue as a group which is something you don't get at larger conferences. Also thought the attorneys were candid, entertaining, and down to earth – loved that they shared their real-life experience/cases...that's the best way to see employment law applied in action."

**Courtney Kolar, SPHR
Sr. Director, People Services
The Dwyer Group
Waco, Texas**

"The facilitator, Brenda Heinicke, was great, she had a lot of personal experiences/stories that worked well with the material she presented. She was very engaging."

**D'Monique Brown, PHR, SHRM-CP
Sr. Employee & Labor Relations
Manager
The Gap Inc.
Riverview, Florida**



IAML offers DVD training products that are being utilized by thousands of organizations. All of IAML's DVD training products feature two of IAML's highly rated instructors, John F. Wymer, III, Partner in Thompson Hine and Raymond M. Deeny, Partner in Sherman & Howard. **Free previews are available.** Please see page 17 for details.

Partial List of Participating Organizations

14 West
24 Hour Fitness
Worldwide Inc.
AARP
Abbe Inc.
Abengoa Bioenergy Corporation
Abrazo Community Health Network
AccentCare, Inc.
ACE Cash Express
ACS Technologies Group, Inc.
Activision Blizzard
Adams County School District 14
Advocate Health Care
AECOM
Aegion Corporation
Aerojet Rocketdyne
Aerospace Corporation (The)
AES Corporation
AG Processing, Inc.
Agenus Inc.
Alaska Native Tribal Health Consortium
ALDI
Alfa Insurance Company
Allied Motion Technologies, Inc.
Amadeus
American Bureau of Shipping
American Express
American Family Insurance
American Railcar Industries
American Showa
American Sugar Refining
AmeriCold Logistics
Ameriprise Financial Inc.
Amgen, Inc.
Anchorage School District
Andeavor
Arizona Public Service
Asahi Kasei America, Inc.
ASARCO Inc.
Aspen Medical Products
Associated Bank
Association of American Medical Colleges
AstraZeneca
Pharmaceuticals LP
Atlas Copco North America LLC
AutoZone

Who Should Attend?

Organizations (both profit and non-profit) of all sizes and in virtually every industry have profitably invested in this seminar. The titles and/or responsibilities of those who typically participate in this program include:

- Human Resource Professional
- Employee Relations Manager
- Labor Relations Specialist
- Attorney
- Line Manager
- Training Personnel
- Vice President
- Equal Employment Manager
- Policies & Systems Manager
- "New-Hires" in Management
- Employee Counselor
- Management Consultant
- Industrial Relations Manager
- Administration Manager
- "Fast-Track" Executive
- Affirmative Action Manager
- Compensation & Benefits Manager
- Compliance Manager
- Onboarding Consultant

Human resource professionals find that this program provides the ideal way to get "updated" on all significant employment law topics, while producing increased confidence in dealing with complex employment law issues. Less experienced participants find that the seminar provides the practical and comprehensive information they need to function effectively in human resource management.

B.F. Saul Company
BAE Systems
Baker Concrete Construction
Bank of Korea
Barrick Gold Corporation
Barton Malow Co.
Batesville Casket Company
Baylor College of Medicine
BECCA Cosmetics
Bechtel Corporation
Bed Bath & Beyond, Inc.
Bemis Company, Inc.
BIC Advertising Promotional Products
BIC Graphic USA
Big Lots Stores, Inc.
Bilfinger Industrial Services Inc.
Bill & Melinda Gates Foundation
Biotest Pharmaceuticals
BKD LLP
Black Butte Coal Company
Bloomin' Brands
Bobrick Washroom Equipment Inc.
Boeing Company
Boot Barn, Inc.
Boston Private Bank & Trust
Brevard Public Schools
Briggs & Stratton Corporation
Brigham Young University
Brookhaven National Laboratory
Brown Capital Management
Bryan Cave Powell Goldstein
Burke Industries
Buy Buy Baby Inc.
California School Employees Association
California State University
Capital Group Companies, Inc.
Cardinal Health, Inc.
Carefirst BlueCross BlueShield
Cargill, Inc.
Carriage Services, Inc.
Cash America International, Inc.
Catalent Pharma Solutions
CC Industries
Center City District
CenterPoint Properties Trust
CF Industries Holdings
CH2M Hill
Charles River Analytics
Chelan County Public Utilities District
Chickasaw Nation
Children's Hospital Boston
Children's Mercy Hospital
Choctaw Nation
Christiana Care Health System
CIOX Health
Cisco Systems, Inc.
CITGO Petroleum Corporation
CitiTrends, Inc.
City & County of Denver
City of Akron
City of Alexandria
City of Bethel
City of Boise
City of Brookfield
City of Haines City
City of Las Vegas
City of Los Angeles
City of Overland Park
City of Racine
City of Riviera Beach
City of Unalaska
City of Washington D.C.
Coca-Cola Company
Cognate Bioservices

Many of the nation's leading organizations require their HR professionals to attend IAML's Certificate in Employee Relations LawSM Seminar.

Colgate-Palmolive Company
 Colonial Pipeline Company
 Comcast
 Computer Services Inc.
 Constellation Brands
 Continental Building Products
 Corix Water Products LP
 Cornerstone OnDemand Corporation Service Company
 Cosmopolitan of Las Vegas
 County of Fairfax
 County of Johnson
 County of Miami-Dade
 County of Missoula
 County of Palm Beach
 County of Pinellas
 County of Teton
 CPS Energy
 Cracker Barrel Old Country Store, Inc.
 Crawford Supply Group
 Critical Mass
 Cumberland Gulf Group of Companies
 Dana Incorporated
 Darden Restaurants, Inc.
 DaVita Healthcare Partners Inc.
 Dawn Food Products
 Defender Direct
 Del Monte Foods Company
 Deloitte & Touche, LLP
 Delta Dental of Oklahoma
 Deluxe Laboratories, Inc.
 DENSO Manufacturing
 Denver Water
 Depository Trust & Clearing Corporation
 Deseret Mutual Benefits Administrators
 Dialysis Clinic Inc.
 Direct General Corporation
 Discover Financial Services
 Dominion Resources
 Domtar Paper Company
 Douglas County School District
 Dow Chemical Company
 Dow Corning Corporation
 Doyon Ltd.

Dr Pepper Snapple Group, Inc.
 Duke University
 Dumbarton Oaks, Trustees for Harvard University
 Dwyer Group (The)
 Eaton Vance Management, Inc.
 Echo Global Logistics
 Edgerton & Weaver, LLP
 Edwards Lifesciences Corporation
 El Super Bodega Latina Corporation
 Embraer Defense & Security
 Emerald Queen Hotel & Casinos
 Energi Insurance Services, Inc.
 Epson America, Inc.
 Erie Indemnity Co.
 Erie Insurance Group
 ExxonMobil
 Fairbanks Native Association
 Fairbanks North Star Borough School District
 Faith Christian Academy
 Faith Farm Ministries
 Family Dollar Stores
 Farmer Bros. Co./Brewmatic
 FBN Mortgages Ltd.
 Federal Deposit Insurance Corporation
 Federal Reserve Bank, Atlanta
 Federal Reserve Bank, Dallas
 Federal Reserve Board of Governors
 FedEx Services
 Fermi National Accelerator Laboratory
 First Republic Bank
 FivePoint Federal Credit Union
 Flathead Electric Cooperative
 Flint Hills Resources
 Florida Power & Light
 Fluor Corporation
 Fred Meyer
 Freeport-McMoRan Copper & Gold
 Frost Bank
 Fujitsu Ten Corp of America
 Fulton County Schools

G4S
 GAF Corporation
 GAIAM, Inc.
 Gap Inc.
 GATE Petroleum Company
 GENCO Product Lifecycle Logistics
 General Dynamics C4 Systems
 General Dynamics Information Technology
 General Growth Properties
 GenRx
 George's Inc.
 Georgia Pacific Corporation
 Georgia Power Co.
 Georgia Southern University
 Georgia State University
 Gerdau AmeriSteel Corporation
 GHD Services
 Giant Food Stores Inc.
 Glovis Alabama, LLC
 Goodrich Corporation
 Goodwin College
 Graphic Packaging International, Inc.
 Great Dane
 Greater Hudson Bank
 Greylock Federal Credit Union
 Guardian Industries Corp.
 Gulf Interstate Engineering
 Gulfstream Aerospace Corporation
 H & R Block
 Hahnemann University Hospital
 Halliburton
 Harbor Retirement Associates
 Hathaway Dinwiddie Construction Co.
 Hawkeye Valley Area Agency on Aging
 HDR, Inc.
 Hemlock Semiconductor
 Herman Miller, Inc.
 HGS
 Highmark, Inc.
 Hillenbrand, Inc.
 Hitachi Consulting Corporation
 Home Depot, Inc.
 Honeywell Aerospace

Hood Packaging Corporation
 Hull Barrett, P.C.
 Humboldt Waste Management Agency
 Hunter Douglas
 Hyundai Mobis
 Hyundai Motor America
 Idaho Hospital Association
 Idaho National Laboratory
 Idaho Power Company
 IDB Bank
 Ikea North America Services, Inc
 IMA Financial Group
 INEOS Americas
 Ingersoll-Rand Company
 Ingram Content Group
 Ingram Micro
 Institute of Public Administration
 Integra Consulting
 Inteleos
 Intermountain Healthcare
 International Dehydrated Foods, Inc.
 International Paper
 Invista
 Isle of Capri Casinos
 JCS Systems Inc.
 Jenkins Fenstermaker
 JM Family Enterprises
 John Crane Inc.
 John Deere Company
 John Hancock Financial Services
 Johns Hopkins University
 Johnson & Johnson
 Kaiser Permanente
 Kalispel Tribal Economic Authority
 Kaneka North America
 KeyBank
 KeyCorp
 Kiewit Mining Group
 King Soopers Inc.
 Kirton McConkie
 Koch Industries, Inc.
 Koch-Glitsch, L.P.
 Kraft Foods Inc.
 Kroger Company
 Laboratory Corporation of America
 Las Vegas Sands Corp.
 Las Vegas Valley Water District
 Lathrop Gage LLP

"I really enjoyed the case studies. It put certain things into great perspective. Brian Stillwagon was awesome."

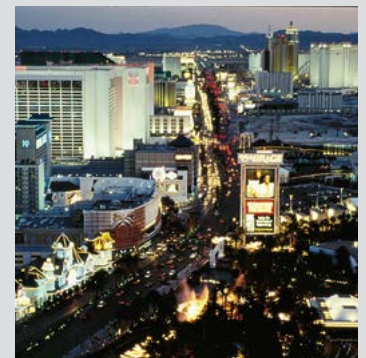
Gina Hampton
 Employee Relations Manager
 Darden Restaurants, Inc.
 Kissimmee, Florida

"The program itself was very informative and done very well by both presenters. I would recommend it to others to attend. Thank you."

Gililand Damon
 Labor Compliance Officer,
 Office of Navajo Labor Relations
 Navajo Nation
 Window Rock, Arizona

"Presenter was fantastic! Very helpful to discuss real world examples and how to apply the law."

Lee-Ann Nyman, SHRM-CP
 Human Resources Associate
 Oxy
 Houston, Texas



Convenient Locations from Coast-to-Coast

Certificate in Employee Relations LawSM Seminars will be held at many attractive locations, including exciting Las Vegas.

“Comprehensive discussion of employee relations law, case studies and current application. It was a great refresher for me, having been away from this aspect of HR for several years. Discussion and dialogue opportunities appreciated.”

Leanne Rice, SPHR
Educator, Internal HR Consultant
Faith Christian Academy
Arvada, Colorado



Featured Presenter
John F. Wymer, III

John F. Wymer, III, Partner in Thompson Hine, is a popular IAML instructor. Mr. Wymer’s high energy presentations feature “street-smart” insights, legal expertise, and an engaging sense of humor. He is a block leader in the CERL seminars, as well as a featured presenter at IAML’s highly rated Advanced Conferences. He is also a co-presenter of IAML’s many DVD programs.

Partial List of Participating Organizations (CONTINUED)

- | | | | |
|--|---|---|--|
| Lawrence Livermore National Laboratory | MassMutual Financial Group | National Automobile Dealers Association | Olin Corporation |
| Lazy Dog Restaurant | Matanuska Telephone Association | National Co-op Grocers | Orange County Transportation Authority |
| Legends Hospitality LLC | Materion Corporation | National Council on Compensation Insurance | O’Reilly Auto Parts |
| Lego Systems, Inc. | Max Restaurant Group | National Electrical Contractors Association | Oshkosh Corporation |
| Liberty Mutual Group | Maxion Wheels | Navajo Nation | Oxy Oil & Gas |
| Liberty National Life Insurance Company | Maxwell Enterprises | Navy Federal Credit Union | Pacific Life Insurance |
| Liberty Utilities | Mayo Clinic | NBCUniversal, Inc. | Parallon Supply Chain |
| Life Technologies Inc. | McCain Foods USA, Inc. | Nestle Purina PetCare | Partners HealthCare System |
| Lifeway Christian Resources | McKee Foods Corporation | New Balance Athletic Shoe, Inc. | Patten Industries, Inc./Patten Cat |
| Lion Elastomers | McMaster-Carr Supply Company | Newmont Mining Corporation | PC Connection, Inc. |
| Lockheed Martin Aeronautics | Mercedes-Benz USA | NextEra Energy Resources, LLC | PeaceHealth |
| Los Alamos National Laboratory | Metropolitan Transit Authority of Harris County | NIKE, Inc. | PennyMac Financial Services, LLC |
| Lowe’s Companies | Microsoft Corporation | Nordstrom, Inc. | Penske Logistics |
| Luminant Comanche Peak Nuclear Power Plant | Midway Gold | North American Mission Board | Philadelphia Gas Works |
| Lynn University | Mikron Industries, Inc. | Northern Panhandle Head Start Inc. | Philips Oral Health Care |
| M. Davis & Son | MillerCoors LLC | Northrop Grumman | Pillars |
| Macy’s, Inc. | Ministry of Interior, Kingdom of Saudi Arabia | Northwest Arctic Borough | Pioneers Memorial Healthcare District |
| MANN+HUMMEL USA | Minitab Inc. | Northwestern Memorial HealthCare | PNM Resources, Inc. |
| Mannington Mills, Inc. | Mirage (The) | Novelis Inc. | Polish & Slavic Federal Credit Union |
| MAQUET, Inc. | Mobis Georgia | NRG Energy, Inc. | Portland General Electric |
| Marathon Oil Corporation | Molex Incorporated | Oberweis Dairy Inc. | Ports America |
| Maricopa Community Colleges | Molina Healthcare, Inc. | Occidental Petroleum Corporation | PowerWright Technologies, Inc. |
| Marine Corps Community Services | Monsanto Company | Ocean Spray Cranberries, Inc. | Priceline.com Inc. |
| Mars Foods U.S. | Mortgage Network, Inc. | Oklahoma Gas & Electric | Prime Healthcare Services, Inc. |
| MARTA | Mountville Mills | Oldcastle Materials | Princess Cruises |
| Masco Corporation | Murphy Oil Corporation | | Printpack, Inc. |
| Masonite Corporation | Mutual Trust Life Insurance Co. | | Procter & Gamble |
| | Nalco Champion | | Prudential Financial, Inc. |

About IAML

The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars, materials and videotapes for professionals requiring timely and accurate information in employment law; employee benefits law; environmental, health and safety law; human resources management and business management.

Founded in 1979, IAML is the nation’s leading producer of practical and comprehensive law seminars. More than 80,000 people from thousands of organizations have participated in IAML programs.

Based in Newport Beach, California, IAML works closely with leading law firms and practitioners across the country. In addition to The Certificate in Employee Relations Law™ Seminar, IAML offers the following:

- 2019 Employment Law Update – 38th Annual Advanced Conferences
- The Certificate in Lawful Workplace Investigations™ Seminar
- The Certificate in Essentials of Human Resource Management™ Seminar

- The Certificate in Employee Benefits Law™ Seminar
- 2019 Employee Benefits Law Update – 16th Annual Advanced Seminar
- In-House Training Programs
- Webinars
- IAML E-Learning Training
- IAML also offers proven DVD training products, including a 33 title Employment Law Series, and a 5 title Employment Law Compliance Program that features an optional testing and certification component.



Purdue Research Foundation
QBE North America
General Casualty
QFC, a Kroger Company
Quanex Building Products Co.
R.B. Pamplin Corporation
Radia Medical Imaging
Reading Health System
Red Classic
Transportation Services
Red Gold, Inc.
Renal Ventures Management, LLC
Road & Rail Services
Ruiz Foods
Safeway, an Albertsons Co.
Saint Thomas Health
Salesforce.com
Salt River Materials Group
Sandia National Laboratories
Santander Bank, N. A.
Schreiber Foods, Inc.
Scout Investments
Sebrus Busto James
SEIU Local 1000
Sentry Insurance Company
Service First Mortgage
Shaw Industries Group
Sheridan Memorial Hospital
Shook Hardy & Bacon
Shurtape Technologies
Siemens Energy Service
Signature Flight Support
Silgan Containers Manufacturing Corp.
Sinclair Services Company
SinfoniariX
Sisters of Charity for the Blessed Virgin Mary
Sloan Valve Company
Smithfield Packing Co
SOC Nevada, LLC
Soka University
Sonoco Products Company

Sony Interactive Entertainment/PlayStation
SouthEast Alaska Regional Health Consortium
Southern California Edison Company
Southern Gardens Citrus
Southwest Gas Corporation
Spartanburg Community College
Spring Mobile
St. Joseph Health System
St. Jude Children's Research Hospital
St. Louis Convention & Visitors Commission
St. Louis Science Center
Stantec
Starbucks Coffee Company
Starz Entertainment
State Farm Insurance Companies
State of Alaska
State of Montana
State of South Dakota
State of Wisconsin
State of Wyoming
Stormont-Vail HealthCare
STP Nuclear Operating Company
Straub Distributing Company
Summit Midstream Partners
Sun Life Financial
Swedish Match North America, Inc.
Sysco Los Angeles, Inc.
Sysco Montana, Inc.
Taylor Farms
TD Bank Financial
Teach for America
Tennessee Valley Authority
Thermo Fisher Scientific
Thiele Kaolin Company
tiag
TIGHITCO Inc.
Tikigaaq Corporation
Tillamook County

Creamery Association
TJX Companies, Inc.
T-Mobile USA, Inc.
Tom's of Maine
TowerJazz
Toyota Motor North America
Transport Corporation of America
Travelers Companies
Tronox Inc.
TwentyEighty
Twitter
Tyson Foods, Inc.
U.S. Army
U.S. Citizenship & Immigration Services
U.S. Department of Energy
U.S. Department of Homeland Security
U.S. House of Representatives
U.S. Marine Corps
UBS Investment Bank
UC Health
Union Telephone Company
United Launch Alliance
United Natural Foods
United Planning Organization
United States Steel Corporation
University Corporation for Atmospheric Research
University HealthSystem Consortium
University of Alaska
University of Central Missouri
University of Cincinnati
University of Guam
University of Nevada
University of North Georgia
University of North Texas
University of Richland
University of Wyoming
URS | CH2M Oak Ridge
URS Corporation
USAA

Utility Trailer Manufacturing Company
Vanguard Group, Inc.
Veritiv Corporation
Verizon Wireless Inc.
Village of Melrose Park
Virgin Orbit
VMware, Inc.
W.K. Kellogg Foundation
Wake Forest Baptist Health
Walgreen Company
Warner Bros.
Watchfire Signs
Webster Bank, N.A.
Wegmans Food Markets
Weis Markets, Inc.
Wells Fargo
Western & Southern Financial Group
Western Mesquite Mines, Inc.
Weyerhaeuser
Whole Foods Market
Williams Companies
Woods Equipment Company
World Omni Financial Corp.
World Vision International
Wyndham Vacation Ownership
Xcel Energy
Yahoo! Inc.
Yamaha Corporation of America
YMCA of Greater Seattle
York Risk Services Group, Inc.
Zaycon Fresh LLC
Zippo Manufacturing

Please note: Due to space limitations we are unable to provide a complete list of participating organizations in this brochure. If you wish to know whether or not others from your organization have previously participated, and do not see your organization listed above, please contact IAML. Our apologies to those organizations we were unable to list.

“Enjoyed the instructors; both were very knowledgeable.”

Jennifer Messina, PHR
Human Resources Manager
CC Industries
Chicago, Illinois

“This seminar showed me a different side of Human Resources from a managerial point of view that I have not seen as an administrator.”

Heather Gleason
Employee Benefits & Payroll Services Manager
Arbitration Forums, Inc.
Tampa, Florida

“Excellent material and presentation. I enjoyed the connection to other companies and hearing about their business, concerns, questions, etc.”

Christine Andrews
Human Resources Manager, Distribution
Wegmans Food Markets
Rochester, New York

“All the presenters were very knowledgeable and very engaging.”

Rex Kirk
Principal Workforce Relations Consultant
XCEL Energy Services Inc.
Levelland, Texas

“I could not have been more pleased with the choice of instructors for the classes. All of them were outstanding!”

Marlon Fleming
Regional Manager
Autozone, Inc.
Indianapolis, Indiana

“Presenters were knowledgeable and delivered that knowledge clearly.”

Julie Price
Human Resources Manager
Allied Motion Technologies
Dothan, Alabama

The Certificate in Employee Relations LawSM

	AUSTIN, TEXAS	SCOTTSDALE, ARIZONA	ATLANTA, GEORGIA	ORLANDO, FLORIDA
Locations	<p>January 28-February 1, 2019 Hilton Garden Inn Downtown Austin (512) 480-8181</p> 	<p>March 4-8, 2019 Embassy Suites by Hilton Scottsdale Resort (480) 949-1414</p> 	<p>April 8-12, 2019 Atlanta Marriott Suites Midtown (404) 876-8888</p> 	<p>July 15-19, 2019 Marriott Orlando World Center (407) 239-4200</p> 
Faculty	<p>Block I January 28-29 Labor Law Patrick R. Scully Partner Sherman & Howard</p>	<p>Block I March 4-5 Labor Law Patrick R. Scully Partner Sherman & Howard</p>	<p>Block I Labor Law April 8-9 John F. Wymer, III Partner Thompson Hine</p>	<p>Block I July 15-16 Labor Law Amy J. Zdravecky Partner Barnes & Thornburg</p>
	<p>Block II January 30-31 Employment Discrimination Law Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p>Block II March 6-7 Employment Discrimination Law Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p>Block II April 10-11 Employment Discrimination Law Bryan Stillwagon Partner Thompson Hine</p>	<p>Block II July 17-18 Employment Discrimination Law Brenda K. Heinicke Law Office of Brenda Heinicke</p>
	<p>Block III February 1 (half day) Special Issues Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p>Block III March 8 (half day) Special Issues Brenda K. Heinicke Law Office of Brenda Heinicke</p>	<p>Block III April 12 (half day) Special Issues Bryan Stillwagon Partner Thompson Hine</p>	<p>Block III July 19 (half day) Special Issues Brenda K. Heinicke Law Office of Brenda Heinicke</p>
Hotel & City Information	 <p>Enjoy Texas hospitality at the Hilton Garden Inn Austin Downtown, blocks from 6th Street, Warehouse Entertainment District, the University of Texas and seven miles from Austin-Bergstrom International Airport. All guest rooms feature Serta Perfect Sleeper beds, 42-inch TVs, refrigerators, microwaves and coffeemakers. Basic WiFi access is complimentary. The hotel also has a complimentary 24-hour fitness center. Known as the 'Live Music Capital of the World,' Austin offers an abundance of shopping, restaurants and nightlife.</p>	 <p>Overlooking Camelback Mountain in the heart of Scottsdale, Embassy Suites by Hilton Scottsdale Resort features contemporary two-room suites with WiFi, 43-inch HDTV's and spacious work stations, fitness center, two resort-style swimming pools, and tennis court. Guests enjoy a complimentary cooked-to-order breakfast, and evening social with complimentary drinks and snacks. Conveniently located near vibrant Old Town, the Shopping and Entertainment Districts.</p>	 <p>This upscale hotel provides an unbeatable location near alluring attractions such as The Fox Theatre, Piedmont Park and Atlanta Botanical Garden. Guest rooms deliver comfort with plush bedding, thoughtful room service and spacious living areas. Enjoy a meal at Grille 35, serving delectable American cuisine and handcrafted cocktails. For active travelers, maintain a healthy lifestyle at the indoor/outdoor connecting pool and 24-hour fitness center.</p>	 <p>Experience a world of possibilities when staying at Orlando World Center Marriott. The hotel offers amazing on-site amenities, as well as a shuttle service to Walt Disney World®. Make a splash at Falls Pool Oasis, featuring two 200-foot waterslides, a 90-foot speed slide, kid's splash park and a nightly laser light show. Enjoy a round of 18 holes at the championship golf course, or improve your swing at Jack Nicklaus Academy, relax with a massage at the full-service spa or take advantage of the state-of-the-art fitness center.</p>



What is IAMLL's "secret" to 40 years of industry leadership? Fantastic faculty, empowering information, consistent quality, collegial atmosphere that encourages idea sharing, compelling value...an enjoyable educational experience.

2019 SEMINAR SCHEDULE

NEWPORT BEACH, CALIFORNIA	CHICAGO, ILLINOIS	LAS VEGAS, NEVADA	WASHINGTON, D.C.	Locations
<p>August 12-16, 2019 Newport Beach Marriott Hotel & Spa (949) 640-4000</p>	<p>September 23-27, 2019 Westin Michigan Avenue Chicago (312) 943-7200</p>	<p>October 21-25, 2019 Planet Hollywood Resort & Casino (866) 919-7472</p>	<p>November 4-8, 2019 Hyatt Regency Crystal City (703) 418-1233</p>	
				
<p>Block I August 12-13 Labor Law Stephen L. Berry, Partner, Paul Hastings and Brigham M. Cheney, Partner, Atkinson, Andelson, Loya, Ruud & Romo</p>	<p>Block I September 23-24 Labor Law Amy J. Zdravecky Partner Barnes & Thornburg</p>	<p>Block I October 21-22 Labor Law Patrick R. Scully Partner Sherman & Howard</p>	<p>Block I November 4-5 Labor Law Amy J. Zdravecky Partner Barnes & Thornburg</p>	
<p>Block II August 14-15 Employment Discrimination Law James P. Carter Principal Jackson Lewis</p>	<p>Block II September 25-26 Employment Discrimination Law Jacqueline F. Kalk Partner Littler Mendelson</p>	<p>Block II October 23-24 Employment Discrimination Law James P. Carter Principal Jackson Lewis</p>	<p>Block II November 6-7 Employment Discrimination Law Jacqueline F. Kalk Partner Littler Mendelson</p>	Faculty
<p>Block III August 16 (half day) Special Issues James P. Carter Principal Jackson Lewis</p>	<p>Block III September 17 (half day) Special Issues Jacqueline F. Kalk Partner Littler Mendelson</p>	<p>Block III October 25 (half day) Special Issues James P. Carter Principal Jackson Lewis</p>	<p>Block III November 8 (half day) Special Issues Jacqueline F. Kalk Partner Littler Mendelson</p>	
				
<p>Surround yourself in luxury and convenience at Newport Beach Marriott Hotel & Spa. Enjoy easy access to California's most pristine beaches, popular attractions such as Balboa Island and Corona del Mar, and premier shopping and dining at Fashion Island. Slumber in style in our spacious guest rooms and suites featuring sweeping Pacific Ocean views, plush furnishings, and expansive marble bathrooms. Treat yourself to tranquility at Pure Blue, or full-service spa, a saltwater lap pool and state-of-the-art fitness center. Savor exquisite dining at Sam & Harry's, our renowned steakhouse.</p>	<p>Immerse yourself amid a dazzling downtown landscape at The Westin Michigan Avenue Chicago on the Magnificent Mile. Find your respite in stylishly appointed hotel rooms and suites, featuring spacious floor plans, fantastic views, 55-inch flat screen televisions, Heavenly® Beds and signature bath amenities. Explore nearby attractions, including Millennium Park, Magnificent Mile shopping, Maggie Daley Park, United Center, Soldier Field, and Navy Pier. Thrill your palate with distinctive fare at The Grill on the Alley, named to the Fine Dining Hall of Fame by Nation's Restaurant News. After a day of business or fun, exhilarate your body in our WestinWORKOUT® Fitness Studio or soothe your senses at the Body Rituals Boutique Spa.</p>	<p>The 4-star Planet Hollywood Resort features rooms that meet its Hollywood theme, each room is dedicated to a certain movie and feature actual props and memorabilia from the film. You're just minutes away from the Bellagio, the Cosmopolitan, Paris Casino, the Desert Passage Shops and the Shops at Crystals. Guest rooms include 42-inch plasma tv's, pillow-top mattresses and PH Hip Luxury Bedding. Enjoy two outdoor pools, a children's pool, the strip's first FlowRider Wave-in-a-Box Double, a full-service spa, and fitness center. Hungry? The resort is home to 20 onsite restaurants. Feel like shopping? More than 150 world-class and one-of-a-kind retail shops and several unique restaurants can be found in the Miracle Mile Shops.</p>	<p>Relax in the heart of it all at Hyatt Regency Crystal City. The hotel is perfectly positioned for easy access to Virginia and the entire DC-metro area. Enjoy a complimentary shuttle to the airport and easy access to Metro transportation. Within minutes, you can be exploring the nation's best monuments and museums. Prefer to stay local? Arlington has plenty of attractions, including luxury shopping and dining in Clarendon, the historic Arlington Cemetery or hiking in nearby Great Falls Park. Within the spectacularly updated Hyatt Regency Crystal City, you'll enjoy the perfect combination of luxury and convenience.</p>	Hotel & City Information

We reserve the right to modify curriculum and to change instructors when such changes are advisable for academic reasons, or when circumstances are beyond our control.

Photo Credits: Some photos are used courtesy of their respective Convention and Visitor's Bureaus.

“The program was well designed. Each section built on the last, so it was structured, and the learning was ordered. Pace was adjusted to suit the participants. The presenters were engaging and authentic and their ability to bring in real life examples to discuss and analyze really helped with developing of knowledge base.”

Leanne White
People Leader, U.S.
GHD Services Inc.
Houston, Texas

“Great, I enjoyed the focus on case studies.”

Amanda Bates
Employee Relations Staff IV
The Aerospace Corporation
Chantilly, Virginia

“Enjoyed the instructors; both were very knowledgeable.”

Jennifer Messina, PHR
Human Resources Manager
CC Industries
Chicago, Illinois



IAML's Executive Director Robert M. Lee with a recent IAML attendee.

Best Practices Insights

IAML's programs do more than just provide you vital information...they provide you with the “best practices” insights you need to confidently function at your best.

Seminar Content

Overview

The Certificate in Employee Relations LawSM Seminar is divided into three “blocks” of instruction, with the blocks presented over 4½ consecutive days at many locations nationwide.

Each block has an experienced, highly rated attorney as the principal teaching resource. Please see the seminar schedule (pages 10 and 11) for details regarding specific locations and faculty.

The extensive materials for each block of instruction are used as a resource during the seminar, and designed to serve as desktop references on the job.

Block I: Labor Law in the Union and Non-Union Workplace

Monday and Tuesday
8:00 AM - 4:00 pm

Block II: Employment Discrimination Law

Wednesday and Thursday
8:00 AM - 4:00 pm

Block III: Special Issues in Employee Relations Law

Friday 8:00 am - 12:00 noon

Block I: Labor Law in the Union and Non-Union Workplace

Overview of Laws Governing the Employer-Union Relationship

- Analysis of the provisions of the National Labor Relations Act and other applicable laws.
- Practical guide to understanding and successfully dealing with the National Labor Relations Board.

Practical Guidance for Managing Non-Unionized Employees

- How to minimize legal risk through good hiring practices.
- Identification of the most important employment policies.
- How to use performance evaluations effectively.
- The keys to avoiding an employment-related lawsuit.
- How to conduct effective internal investigations.
- Managing leaves of absence effectively.
- Why employees unionize—recurring problems in the non-union workplace.
- Preventive measures to avoid union organizing efforts.

NLRA Protected Concerted Activity and Handbook Issues for Non-Union Employers

Changes in the Law and How they Affect You—The Election Process

- Examination of election procedures—statutory provisions and NLRB processes.
- How to conduct a legal and effective campaign against unionization.

Collective Bargaining

- What should management want in a collective bargaining agreement?
- How to get what you want out of the collective bargaining process.
- Extent of duty to bargain in good faith.
- The correlation between collective bargaining agreements and employee handbooks.

Strikes and Picketing Activity

- Legal limits on strikes, picketing, and employer responses.
- Legal remedies and best strategies for dealing with actual or threatened strikes, picketing, and boycotts.

Operating Under a Collective Bargaining Agreement

- Living with a collective bargaining agreement.
- Making effective use of the grievance procedure.
- Preparing for and winning arbitration cases.

Successorship and the Law

- Buying a business whose employees are unionized
- Understanding your rights and liabilities in mergers and acquisitions.

Ending the Union Relationship

- The decertification process.
- Other non-election means through which to legally end the relationship.

Block II: Employment Discrimination Law

A survey course that examines legal theories under Title VII and other Civil Rights Acts, including discrimination and harassment based upon race, sex, religion, national origin, age, and disability.

- Analyzes race, color and national origin discrimination claims under Title VII and the Post-Civil War Civil Rights Acts.
- Examines the various theories of sex discrimination, including such issues as pregnancy discrimination, employee benefits design and equal pay.
- Discusses sexual and other types of harassment, investigations and policies employers need to mitigate their risk of liability.
- Reviews trends in protecting the rights of persons based on sexual orientation.
- Updates religious discrimination issues, including employer obligations to accommodate employees' religious practices..

Strategies and Practical Advice for Dealing with Issues Under the Americans with Disabilities Act and the Family and Medical Leave Act

- A thorough examination of the Americans with Disabilities Act and the effective handling of the disabled employee, including a discussion of the changed standards under the Americans with Disabilities Act Amendment Act.
- An analysis of current decisions interpreting an employer's rights and responsibilities under the Americans with Disabilities Act.
- An examination of the Family and Medical Leave Act, its regulations, and recent cases dealing with leave issues.

An Update on Developments in the Law Under the Age Discrimination in Employment Act

- An examination of developing legal issues, including disparate impact claims and defenses.
- A review of issues associated with employee benefits designs, especially severance benefits..

Visit IAML's website www.IAML.com for more details on the seminar content.

Resolving Discrimination Claims Without Litigation

- Resolving complaints internally and encouraging employees to use your procedures.
- Avoiding litigation through binding arbitration.
- A discussion of recent court decisions concerning the enforceability of agreements to arbitrate employment claims and class claims.

Litigating Discrimination Claims

- A review of the case handling process under EEOC regulations.
- How to win your case at the administrative level.
- An examination of effective litigation strategies.
- Avoidance of retaliation claims.
- Settlement strategies, including pre-charge settlements as well as settlements in conjunction with agencies.

An Examination of Affirmative Action

- A detailed discussion of voluntary affirmative action trends.
- An examination of the requirements of Executive Order 11246 for government contractors.
- How to prepare affirmative action plans.
- Dealing with the OFCCP effectively.
- Update on judicial opinions regarding affirmative action and "reverse discrimination."

Block III: Special Issues in Employee Relations Law

This block will address specific employment law/labor law issues of interest to participants not covered in Blocks I and II plus up-to-the-minute laws, regulations and court decisions. Topics may include:

Wage and Hour Issues

An examination of the Fair Labor Standards Act and regulations affecting the categorization of employees as exempt from minimum wage and/or overtime premium pay and calculating overtime premium pay under various pay arrangements.

Wrongful Discharge Litigation

An examination of the various theories of recovery arising from employee discipline and discharge. An examination of litigation prevention techniques including practical suggestions regarding employment policies, internal review procedures, and discipline/termination decision making and implementation.

- Assessments of effective litigation strategies in response to these developments.
- A discussion of post-employment inquiries and the use of separation agreements as a litigation avoidance tool.
- State Wrongful Discharge Law

Employment-Related Tort Litigation

- Defamation claims arising from communications to employees, other employers, customers and others.
- Intentional infliction of emotional distress.
- Intentional interference with contract or prospective business advantage.
- Fraudulent or negligent misrepresentation.
- Negligent hiring, supervision entrustment and supervision.

Alternative Dispute Resolution

- Pros and cons.
- Utilization of arbitration agreements.
- Features of an effective ADR System.

Substance Abuse in the Workplace

- Legal restrictions and considerations in developing and implementing effective policies and programs.

Workplace Privacy Claims

- Workplace searches and related issues.
- Employee monitoring and pending legislation.
- Emerging types of claims.

Protecting Confidential Information

- What is protectable.
- How to protect it.

Professional Education

Human Resource Certification Institute (HRCI)

This seminar has been approved for 29.75 (general) recertification credit hours toward PHR, SPHR, and GPHR recertification.

Society of Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.

Continuing Legal Education Credits

California and Pennsylvania: This activity has been approved for Minimum Continuing Legal Education credits by the State Bars of California and Pennsylvania in the amount of 29.75 credit hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bars of California and Pennsylvania governing minimum continuing legal education.

Other States: This seminar has been approved for CLE credits in many other states. Please call to see if your state has been approved for CLEs this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification.

"I thoroughly enjoyed the instructors. They kept it interesting by sharing their experiences. A lot of humor as well!"

Georganne Chapman
Performance Management/Employee Relations Program Manager
Denver Board of Water Commissioners
Denver, Colorado

"A wealth of information. Great topics and very interactive."

Kristin Stinson
Human Resources Training & Compliance Officer
SOC Nevada, LLC
Hawthorne, Nevada

"Instructors were very engaging."

Sara Gunnell, SPHR, SHRM-SCP
Senior Human Resources Business Partner
Pacific Life Insurance Co.
Newport Beach, California

"The content of the class combined with the competence of the facilitators made this class a worthy investment. I feel that I was able to gain understating into topics that I would normally not be exposed at a high level of insight."

Laura Pena
Human Resources Business Partner
Ikea North America Services, Inc.
Brooklyn, New York

"I was very impressed with the content. It was very comprehensive. Wayne Williams is an incredible presenter. I am very pleased I attended."

Don Beck
Human Resources/Training Manager
Southwest Division
O'Reilly Automotive Stores, Inc.
Springfield, Missouri

Faculty Biographies

A Superb Faculty

IAML's faculty is not only highly qualified and well credentialed, they also possess the platform skills to make IAML programs stimulating, interesting and memorable. Remarkably, many faculty have been presenting IAML programs for more than two decades.

IAML's faculty is totally committed to creating and presenting seminars that are practically-oriented, completely current and both enjoyable and worthwhile for participants.

GAVIN S. APPLEBY



is a partner with the law firm of Littler Mendelson P.C. He previously was Chief Litigation Counsel with Kimberly-Clark Corporation. He received his B.A. degree from West Virginia Wesleyan College (*magna cum laude*) and his J.D. degree from the University of Virginia, where he was a member of the University's 4-person National Moot Court Team. In the course of his career, Mr. Appleby has tried or arbitrated in excess of 150 cases. He has handled over 75 union campaigns, none of which resulted in continuing union representation at any of the facilities in question. Mr. Appleby is a member of the American Bar Association and The State Bar of Georgia. He has written a number of published articles on employment and labor law issues, and is the co-author of a text on pre-employment testing. Mr. Appleby is also a featured instructor in IAML's Advanced Conferences, HR Workshops and many of IAML's in-house programs. Mr. Appleby is consistently rated one of IAML's best instructors. Participants value Mr. Appleby's practical and realistic approach to employment issues, and his relaxed but professional presentation skills.

JOSEPH L. BEACHBOARD



is a nationally recognized expert on employment law issues. He is currently a partner in Ogletree Deakins, where in addition to helping employers with workplace law issues, he is chair of his firm's client service committee. He previously practiced law at Paul, Hastings, Janofsky & Walker and was founder and publisher of a series of monthly employment law newsletters. Mr. Beachboard earned a B.A. *magna cum laude*, from Whittier College, and his J.D. from Vanderbilt University School of Law.

STEPHEN L. BERRY



is a partner with the law firm of Paul, Hastings, Janofsky & Walker LLP and is Chair of the Employment law department in the firm's Costa Mesa, California office. Mr. Berry is a Fellow in the American College of Labor and Employment Lawyers, and has been named in The Best Lawyers in America. He received his J.D. degree from the J. Reuben Clark School of Law at BYU, where he was an associate editor of the Utah Bar Journal and was a member of the Order of Barristers. Mr. Berry specializes in the representation of public and private employers in all aspects of employment law and labor relations, including defense of wage and hour class actions and providing preventative advice and counseling. Mr. Berry has been on the faculty of IAML for over 10 years, is a frequent lecturer on employment law topics and has authored articles on a variety of employment law topics, including "Wrongful Termination: Ten Keys to Avoiding a Day in Court."

BLAKE R. BERTAGNA



is an associate in the Employment Law Department of Paul Hastings where he defends employers in both the federal and state courts in complex employment litigation, including class action and multi-plaintiff employment discrimination lawsuits, wage and hour class and collective actions, and trade secrets and restrictive covenant matters, as well as individual cases for discrimination, harassment, retaliation, wrongful discharge, and other statutory, contract, and tort claims. Mr. Bertagna also represents clients who are concentrating OFCCP audits, regularly provides preventative advice on employee leave, affirmative action compliance, employment policies, wage and hour compliance, investigations, and employment practices reviews. He received his J.D. from BYU's J. Reuben Clark Law School.

JAMES P. CARTER



is a partner in the Employment Law Department with Jackson Lewis, in its Orange County, California office, where he concentrates his practice in the defense and counseling of employers on all aspects of employment law, including employment discrimination, harassment and wrongful termination litigation, wage and hour claims, breach of contract claims, and workers' compensation issues. Mr. Carter brings to this practice prior litigation experience as a workers' compensation applicant's attorney and litigation counsel for the insurance industry. He received his J.D. degree from BYU's J. Reuben Clark School of Law.

BRIGHAM M. CHENEY



is a partner in the Labor and Employment practice with Partner, Atkinson, Andelson, Loya, Ruud & Romo. He represents employers in all aspects of labor and employment law. His traditional labor practice includes representing employers in collective bargaining negotiations, critical work stoppage scenarios, grievance arbitrations, contract administration, business transactions, technology implementation, and litigation of unfair labor practice charges before the National Labor Relations Board. Mr. Cheney received his B.A. from Brigham Young University and his J.D. from the University of Chicago Law School. He has been selected by *Southern California Super Lawyers* as a Rising Star in the field of Employment and Labor Law for five of the last six years (2009-2011, 2013-2014.)

RAYMOND M. DEENY



is a resident partner of the firm Sherman & Howard. He is a member of the firm's three person executive committee. He handles various types of labor relations matters such as National Labor Relations Board representation election and unfair labor practice proceedings, with special emphasis in the health care and construction industries. Mr. Deeny also is substantially experienced in state and federal injunction proceedings and other litigation proceedings, including equal employment opportunity and contract and tort litigation arising from the employer-employee relationship. His B.A., *magna cum laude*, in 1974 and law degree, *cum laude*, in 1977 were conferred by Arizona State University. Mr. Deeny has been selected by the ABA as a management representative to the ABA's Labor Section, Major Developments, under the N.L.R.A., and is a member of the Colorado Bar Association Labor Law Committee. Mr. Deeny is a highly popular 25-year veteran instructor. In addition to presenting IAML's Advanced Conferences and many in-house programs for IAML clients, he is also featured in IAML's extensive DVD-based training products. Mr. Deeny's engaging sense of humor, savvy insights and terrific platform skills earn him consistently outstanding ratings from participants. He is widely regarded to be among the nation's finest employment law instructors.

BRENDA K. HEINICKE



is an attorney in private practice in Colorado Springs, Colorado. Ms. Heinicke opened her own law firm in March 2005 where she specializes in representing employers in a broad range of workplace issues. Her expertise encompasses advising and defending human resources professionals and managers on compliance matters related to federal, state, and local labor and employment laws, including anti-discrimination laws, wage and hour laws, drug and alcohol policies and testing procedures, workplace privacy issues, wrongful termination, non-compete agreements and contract issues. Ms. Heinicke is committed to assisting her clients in implementing and complying with best practices in the workplace designed to avoid costly and time-consuming litigation. To that end, she has been a key presenter for IAML in both public and on-site seminars for more than 15 years. Ms. Heinicke is unique in her ability to combine hands-on, practical solutions to legal issues with a high degree of energy and a keen sense of humor. Ms. Heinicke graduated from the University of Denver School of Law, where she received her JD, with honors, and was selected for the Order of St. Ives. Prior to launching her own firm, Ms. Heinicke served as a criminal prosecutor and for eight years in the labor and employment department of a large Denver-based firm.

JACQUELINE E. KALK



is a partner with Littler Mendelson P.C. where she represents and counsels management clients in a wide variety of industries, including manufacturing, construction, crowd sourcing and virtual companies. Her practice encompasses a broad range of employment law matters, with a particular focus on independent contractor classification and wage and hour litigation and analysis. She litigates individual, class and collective claims of all types, appearing in state and federal courts and before administrative agencies on matters such as: Independent contractor classification, Wage and hour, Equal pay and Equal employment matters. Ms. Kalk's expertise extends to counseling management on how to properly classify workers, avoid litigation and develop necessary policies and practices. She also has implemented training classes for employers in a wide variety of venues targeted at understanding the litigation process and avoiding litigation. Additionally, she has published articles on employment law issues, such as the Family and Medical Leave Act, and speaks on a national basis to human resource professionals regarding employment law and wage and hour issues. She received a J.D., *magna cum laude*, from Syracuse University College of Law and a BA, *summa cum laude*, from University of North Dakota.

JASON C. KIM



is a partner with Neal, Gerber & Eisenberg's labor and employment practice group, where he represents employers in all aspects of labor and employment law. He defends employers in arbitration and litigation matters brought under a variety of employment-related statutes. He represents and counsels clients in the full range of traditional labor matters. He earned his J.D. *cum laude* from the University of Illinois.

SAM MATCHETT



is a Diversity Partner in King & Spalding's Atlanta Labor & Employment Practice Group. He concentrates his practice on employment relationship matters, with an emphasis in employment law litigation in both state and federal courts, governmental agencies, and arbitration tribunals. In addition to his litigation practice, Mr. Matchett provides general client advice on the avoidance of employee-related problems and presents seminars concerning all aspects of employment law. He is admitted to practice before the United States Supreme Court and several appellate courts. Additionally, Mr. Matchett was recently selected by Chambers USA as a leading lawyer in his practice area, named to Georgia Trend magazine's "Legal Elite" – a list of Georgia attorneys chosen by their peers as the leading lawyers in their practice areas, and is designated in the most recent edition of The Best Lawyers in America for employment law. Mr. Matchett received his J.D. from the University of Georgia. He has served as a faculty member for IAML for several years.

THEODORE A. OLSEN



is a partner in the firm of Sherman & Howard. As Department Manager of the firm's Labor and Employment Law Department, he represents employers in employment-related litigation and counsels employers on all workplace legal issues. Mr. Olsen received his law degree from the University of Colorado, where he graduated first in his class and was elected to the Order of the Coif. He served as an adjunct professor of employment discrimination law at the University of Colorado School of Law. Mr. Olsen was Chairman of the Colorado Bar Association Labor Law Committee for the year 1986-87. He was selected to be included in *The Best Lawyers in America*.

DAVID B. RITTER



is a partner and chair of Barnes & Thornburg's labor and employment law practice group. His practice includes representation of management in all areas of labor and employment law. Mr. Ritter is a member of the ABA Sections of Labor and Employment Law and Litigation, and is a frequent seminar speaker on a variety of employment law topics. He has published

numerous articles, and has been a contributing editor to the publications *Employment Discrimination Law*, and *The Developing Labor Law*. Mr. Ritter is a graduate of Case Western Reserve University School of Law, cum laude, Law Review, and Cornell University School of Industrial and Labor Relations. Mr. Ritter is a former human resources professional for Mobil Oil Corporation.

PATRICK R. SCULLY



is a partner in the Labor & Employment Department of Sherman & Howard's Denver office. He represents employers in all aspects of labor relations, including trials and representation cases before the NLRB, state and federal court litigation, contract negotiation, grievance and arbitration, strikes, boycotts, corporate campaigns and other labor disputes. Mr. Scully also represents employers on various employment law matters including state and federal court litigation of claims for violations of Title VII, the Americans with Disabilities Act and other allegations of discrimination. Previously, Mr. Scully was in-house counsel for the Oil, Chemical and Atomic Workers International Union, a staff attorney at the National Labor Relations Board, and Associate General Counsel for Anheuser-Busch Companies, Inc. He is an honors graduate of St. John's University School of Law.

BRYAN STILLWAGON



is a Partner in the Labor & Employment Group of Thompson Hine's Atlanta office. His experience covers a broad spectrum of issues affecting the employer-employee relationship. In addition to defending against numerous claims brought by plaintiffs and the EEOC under Title VII, the ADEA, and the ADA, Mr. Stillwagon has spent significant time advising and defending clients in exempt status and independent contractor matters under the FLSA on both an individual and collective action basis. He was listed in *Georgia Trend's* 2013 Legal Elite and is the co-author of "How Much Leave is Enough? Reasonable Accommodation, Undue Hardship, and the Intersection of the FMLA and the ADA," published in the *Employee Relations Law Journal* (Spring 2014). Mr. Stillwagon earned his J.D., cum laude, from the University of Georgia School of Law and his B.A. in International Affairs with a minor in Spanish, *summa cum laude*, from the University of Georgia.

GREGG JAY TUCEK



is an attorney and Vice President of Legal Affairs for Bashas', Inc. Formerly, he was a partner with the law firm Sherman & Howard where he practiced exclusively in the area of traditional labor and employment law. He represented employers in preventing and defending lawsuits in personnel-related litigation brought by individuals and government agencies.

He is a member of the Labor and Employment Law Section of the Arizona and American Bar Associations. He received his law degree, cum laude, from William Mitchell College of Law. Mr. Tucek is admitted to practice before the Supreme Court of Arizona, Supreme Court of Minnesota, the United States Court of Appeals for the Eighth, Ninth and District of Columbia Circuits, and the United States District Court for the Districts of Arizona and Minnesota. Mr. Tucek's high-energy presentations feature "street-smart" insights and legal expertise.

WAYNE W. WILLIAMS



is an attorney in private practice in Colorado Springs. His practice includes employment discrimination and wrongful discharge litigation, employment law advice, traditional labor law, and wage and hour law. He received his J.D. degree from the University of Virginia where he was on the editorial board of the *Journal of Law and Politics*. He was appointed to the National Association of Counties Labor and Employment Steering Committee.

WILLIAM A. WRIGHT



is a member in Sherman & Howard LLC's Denver office. He represents large and small employers in state and federal litigation and administrative proceedings over employment issues, including discrimination, retaliation and whistle-blowing, contract and tort claims, and employee benefits. He also advises employers on a broad range of issues, including employment policies and practices, employment contracts, covenants not to compete, employee relations, and discipline and discharge. Mr. Wright received his law degree from the University of Chicago School of Law, his Ph.D. in Philosophy from the University of North Carolina, and his B.A. with highest honors from Purdue University. Before law school, Mr. Wright taught ethics, ethical theory, and social and political philosophy at North Carolina State University and Louisiana State University.

JOHN F. WYMER, III



is a partner with the law firm of Thompson Hine in their Atlanta, Georgia office, specializing in labor and employment law on behalf of management clients. He received his B.A. from the University of Alabama in 1971 and J.D. from the University of Virginia in 1974. Mr. Wymer is a member of the ABA and a member of the Committee Development of

the Law under the NLRA. He is a lecturer on labor relations matters at Georgia State University and the University of Alabama, and has spoken throughout the country to various associations and professional groups. He is a Contributing Editor for *The Developing Labor Law*. Since 1995, Mr. Wymer has been listed in the publication, *Best Lawyers in America* in the areas of Labor and Employment Law. In 2001, Mr. Wymer was elected as a Fellow by The College of Labor and Employment Lawyers. Mr. Wymer is among the nation's most sought after speakers. He presents parts of the Certificate in Employee Relations Law and Advanced Conferences (which he has done for more than 25 years!). He is also featured in IAML's DVDs. Mr. Wymer has extraordinary teaching skills, a witty and engaging delivery style, and the legal skills and knowledge to make his presentations extremely valuable and entertaining too.

AMY J. ZDRAVECKY



is a partner in the Chicago and Grand Rapids offices of Barnes & Thornburg and a member of the firm's Labor and Employment Law Department. She counsels employers throughout the country on traditional labor relations and employment law matters; focusing specifically on National Labor Relations Board proceedings, union-organizing campaigns and NLRB elections, arbitrations, collective bargaining and other contract negotiations and employment discrimination issues. She has significant experience representing employers in retail, hospitality, warehouse, distribution, manufacturing, food production, transportation and healthcare industries. She counsels and trains clients on employee relations, union avoidance, collective bargaining strategies, sexual harassment, and compliance with state and federal employment laws and has a deep understanding of Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act and the Fair Credit Reporting Act. Ms. Zdravecky is a fellow of the American College of Labor and Employment Lawyers and is a member of the American Bar Association and its Labor and Employment Section and is the management chair of the Subcommittee on the Development of the Law under the NLRA. She is also an editor of the *Developing Labor Law*. She was recognized on the Illinois Super Lawyers list for Employment & Labor in 2017 and in Chambers USA from 2009-present. She has been listed in *Leading Lawyers* from 2014-present for her labor and employment work. She received her JD from the University of Michigan Law School.

"The seminar was very helpful, enjoyable and engaging. I did recommend the seminar to my HR Director."

Shavona Booker
Human Resources Administrator
City of Riviera Beach, Police & Fire Personnel
Riviera Beach, Florida

"Excellent seminar. Jim Carter presented us with some great thought-provoking scenarios that made us put on our critical thinking caps as we worked through them."

Elina Rojas, PHR, SHRM-CP
Labor & Employee Relations Representative
Orange County Transportation Authority
Orange, California

"This seminar was beneficial due to the sharing of real life situations and how they relate to federal laws."

Jill Kaney
Human Resources Director
HCA Healthcare, HealthTrust Supply Chain
Denver, Colorado

"I enjoyed the opportunity to delve deeper into the issues we regularly face. Receiving the insights of the instructors from real-world examples, was extremely helpful. Thank you for the time that you put into these classes."

Zachary Englander
Division Total Rewards &
Associate Relations Manager
QFC, a Kroger Company
Bellevue, Washington

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IAML's **Certificate in Employee Relations LawSM Seminar** has been synonymous with quality and value since 1979. Every aspect of the program is geared to ensure the most worthwhile and enjoyable program possible. Our gifted faculty, unparalleled materials, and current course content have produced tens of thousands of highly satisfied participants – year after year.

Why take chances with your professional development, not to mention your valuable time and money? Invest in a program you can trust, a proven seminar that can make a difference to you professionally – the **Certificate in Employee Relations LawSM Seminar**.

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Georgia Power Company
Atlanta, Georgia

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Fred Woodward
Total Rewards, Associate Relations Manager
King Soopers, Inc.
Denver, Colorado

Registration Information

To Register, **CLICK HERE**, or

Participants may register in a seminar by any of the following methods:

☎ **Call** 1 201 871 0474 to reserve space(s).

☎ **Fax** the registration form to 253 663 7224

@ **E-mail** your registration to register@pmaconference.com (We will confirm fax and e-mail registrations in writing. If you do not receive confirmation within seven days, please call .

✉ **Mail** the registration form to PMA Conference Management, PO Box 2303, Falls Church VA 22042

IAML has made arrangements for participants to receive especially attractive room rates at the hotels where the seminars will be held. To reserve a room at the hotels at this special rate, please make your hotel reservation at least four weeks in advance of the seminar and mention that you are participating in an Institute for Applied Management & Law seminar.

Registrants are responsible for making their own hotel reservations.

Please note: If you experience any difficulty in making your hotel reservation, even within the four weeks prior to the program you wish to attend, please call IAML. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

Costs/Schedule

The fee for the full 4½ day Certificate in Employee Relations LawSM Seminar is \$2,375.00 which includes extensive, specially prepared seminar materials and coffee breaks daily. Registration fees for those wishing to enroll in only portions of the program are:

- Block I: \$1,050.00 (2 days)
- Block II: \$1,050.00 (2 days)
- Block III: \$550.00 (½ day)

Program schedule:

Monday through Thursday, 8:00am to 4:00pm

Friday, 8:00am to 12:00 noon

Tax Deduction

A tax deduction may be applicable for all expenses of continuing education (includes registration fees, travel, meals and lodging) undertaken to maintain and improve professional skills. (Treas. Reg. 1-16205 Coughlin vs. Commissioner, 203F2D307). Please consult your tax advisor for more details.

Discounts

Once an organization has registered a representative for any of the full, 4½-day 2019 Certificate in Employee Relations Law seminars, subsequent registrants from the same organization are entitled to a discount. A \$200 discount will be given for each subsequent 4½ day registrant. A \$50 discount will be given for each subsequent partial program registrant.

To receive the discount, participants need not attend the same location or date. Discounts must be requested at the time of registration, which should be done by phone.

Payment Options

A minimum of one half of the total fees due to IAML should accompany your registration, or a Purchase Order Number should be provided. The total fees payable should be received by us at least two weeks prior to the seminar. Arrangements such as deferred billing can be made to accommodate special circumstances by contacting us. We do accept AMEX, Discover, MasterCard and VISA.

While registrations may be accepted within the two weeks prior to the beginning of a seminar, we suggest that you call us to confirm space availability.

Participants will receive a full refund of any fees paid if we receive written notification that they will be unable to attend at least two weeks prior to their program's starting date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another program within this two week period will be charged an additional fee of \$150.00. You may substitute an associate at any time.

Registration Form

The Certificate in Employee Relations LawSM Seminar

I wish to register for the following Seminar:

I am registering for:

Complete Seminar

Only the Block(s) indicated below:

Block I (Mon. & Tues.) Block II (Wed. & Thurs.) Block III (Fri.)

Participants may register in one or more blocks, although participation in all three blocks of the 4½ day seminar is recommended.

- | | |
|--|---|
| <input type="checkbox"/> Orlando, FL
July 15-19, 2019 | <input type="checkbox"/> Las Vegas, NV
October 21-25, 2019 |
| <input type="checkbox"/> Newport Beach, CA
August 12-16, 2019 | <input type="checkbox"/> Washington, D.C.
November 4-8, 2019 |
| <input type="checkbox"/> Chicago, IL
September 23-27, 2019 | |

Name: Mr. Ms. _____

Bus. Phone: _____ Ext.: _____ Fax#: _____

E-mail Address: _____

Title: _____

Employer: _____

Employer Address: _____
(Please include mail stop if required)

City: _____ State: _____ Zip: _____

Name as you would like it to appear on certificate (full seminar registrants only):

I request CLE credit for (State): _____ My Bar # is: _____

Total Fees Due (see opposite page): \$ _____

Please make checks payable to IAML IAML's Federal I.D. #95-3548502

Enclosed please find:

- Check in full payment (see opposite page)
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Charge to the following: AMEX Discover MasterCard VISA

Cardholder Name: _____

Card No.: _____ Exp. Date: _____

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A separate registration form should be completed by each participant. You may register in a seminar by any of the following methods:

BY PHONE

Please call **201 871 0474**

BY FAX

Please fax registration form to:
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BY E-MAIL

Please e-mail your registration **to:**
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IAML will confirm fax and e-mail registrations in writing. If you do not receive confirmation within 3 days, please call .

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