

EMPLOYMENT LAW UPDATE



Proven to be MMHRA's most popular meeting every year, please join us for this opportune learning session for HR & Business Professionals!

P.O. Box 0917, Mt. Pleasant, MI 48804 | mmhra.shrm.org | MidMichiganHRA@yahoo.com

Event Details

What: MMHRA Educational Chapter Meeting

Presenter: Nicole Paterson of Clark Hill

When: Tuesday, April 19 - 7:30 to 9:30 am

Where: Doherty Hotel - Clare, Michigan

Price: MMHRA Member \$20.00, Non-Member \$30.00, Student/Guest \$10.00

Breakfast Included!



Nicole M. Paterson is an Associate with the Labor and Employment Practice Group in Clark Hill's Grand Rapids office. Nicole focuses her practice on defending employers before the Michigan Department of Civil Rights, the Equal Employment Opportunity Commission, the Michigan Employment Relations Commission, and the National Labor Relations Board. She has experience advising employers on employment matters including disciplinary matters, handbook and policy reviews, ADA, FMLA, FLSA, and unemployment insurance.

Nicole graduated *cum laude* from Thomas M. Cooley Law School where she received an Honors Scholarship. During law school, Nicole won the intra-school Moot Court competition and was a regional semi-finalist in the ABA National Moot Court competition. In addition, she was recognized with the Melissa M. Mitchell Leadership award for her contribution to the Moot Court program. While in law school, Nicole completed an internship at a Grand Rapids labor and employment firm.

Prior to earning her Juris Doctorate, Nicole worked for more than six years in Human Resources, including as a Generalist in a hospital setting. Nicole is an active member of the community and volunteers for various community organizations including Michigan Youth in Government.



Program Outline

I. Fair Labor Standards Act Update

- Proposed Amendments to the Salary Threshold
- Independent Contractors Guidance
- Minimizing Wage and Hour Exposure from Digital Devices and Working at Home

II. Civil Rights Laws Update

- Civil Rights Trends: Transgender Cases and Beyond
- EEOC Position Statements

III. Intersection of Family Medical Leave Act and Americans with Disabilities Act

- Common Trends and Issues
- Best Practices

IV. Potpourri

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Reservations

To make reservations, please [click here](http://mmhra.shrm.org) or go to mmhra.shrm.org. Online payment via PayPal available! Go to our website, click the "More..." Tab > "Membership Fees"

Reservations need to be made before noon on Friday, April 15, 2016