



EMPLOYMENT LAW SEMINAR

Confused with many of the employment laws and regulations effecting your dealership? Take this opportunity to attend The Maryland Automobile Dealers Association Employment Law Seminar presented by Mark J. Swerdlin and Lindsey White from Shawe & Rosenthal, LLP.

- ***Wage/Hour:*** Even though the revised overtime regulations did not become effective, compliance with wage & hour regulations regarding overtime and exemptions remains challenging. We will review best practices for compliance with the white collar exemptions, salesperson's pay practices and whether Service Advisors are still exempt from overtime requirements.
 - ***Employment Laws You May Have Missed:*** There have been many laws passed by the MD General Assembly that impact employers' practices related to hiring, wages, leave, benefits, accommodations and treatment of employees in the workplace. Many of these laws have gone under the radar, and serve to create headaches for companies attempting to comply with the current patchwork of State and Local Laws. We will offer tips on compliance.
 - ***Responding to and Preventing Harassment:*** Employees may complain of harassment on any number of bases, from sex or sexual orientation, race, national origin, age, disability or other protected category. We will discuss Best Practices for preventing, investigating and resolving complaints of harassment.
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- ***Leave/Accommodations: The "Who, What, When, Where, Why and How" of Leave under the ADA and FMLA:*** The Americans with Disabilities Act was enacted to remove barriers that had prevented individuals with disabilities from working. Nonetheless, courts and the EEOC have interpreted the ADA as requiring employers to consider providing time away from work as a "reasonable accommodation" absent an undue hardship on the employer. We will provide guidance on the "who, what, when, where, why and how" of leave under these two laws: who is eligible for leave, what obligations employers and employees have under each law, when the duty to provide leave is triggered, where the typical "legal landmines" are, why leave before (or

in addition to) FMLA must be considered under the ADA, and how to determine when the duty to provide leave has been exhausted.

DATE: **July 12, 2017** TIME: **9:30 a.m. – Noon**

LOCATION: **Turf Valley Resort**

2700 Turf Valley Road, Ellicott City MD 21042

REGISTRATION FEE: MADA Members **\$ 90.00 P/P**

Visit <http://www.mdauto.org/seminars.php> to register today!

(Cancellations will be accepted & registration fees refunded if received 3 business days prior to the seminar)
