



Kentucky Chamber

Model Employee Policies for the 21st Century



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October 11, 2022 | Embassy Suites by Hilton UK/Coldstream | Lexington, Ky.

Agenda

Model Employee Policies for the 21st Century

8:00 a.m.

Registration and Continental Breakfast (provided)

8:30 a.m.

Welcome and Legislative Update

John Hughes, Manager, Public Affairs, Kentucky Chamber

8:45 a.m.

Recent Kentucky Employment Laws and Cases

Isaac Fain, Associate, Fisher Phillips LLP

- Tip Pooling
- Kentucky Pregnant Worker's Act
- Right to Work
- KOSH
- Federal Cases
- State Cases

9:45 a.m.

Introduction to Drafting and Maintaining an Excellent Employee Handbook

Chad Zimlich, Associate, Fisher Phillips LLP

- Handbook Myths
- Handbook Objectives
- Handbook Mistakes
- Implementation
- Handbook Essentials
- Thorough At-Will Language
- Promises that Jeopardize At-Will Employment
- Preamble

10:40 a.m.

Basic Employment Policies

Chad Zimlich, Associate, Fisher Phillips LLP

- Job Duties and Responsibilities
- General Rules and Regulations
- Enhanced Union-Free Policy
- No Solicitation/Distribution and Access Policies
- Visitors in the Workplace
- Outside/Competing Employment
- Employment of Relatives
- Employee Apparel

11:10 a.m.

Discipline Policy

Isaac Fain, Associate, Fisher Phillips LLP

- Model Policies
- Case studies where employers haven't followed their policies.

12:00 p.m.

Lunch (provided)

1:00 p.m.

Wage and Hour Issues and Policies

Tim Weatherholt, Partner, Fisher Phillips LLP

- Timekeeping Requirements
- Meals and Rest Periods
- Training Time
- Travel Time
- Timekeeping Abuse
- Regulating Off-Duty Use of Texting and Email
- Exempt/Non-Exempt Status
- Improper Deductions
- Nursing Mothers
- Rounding
- Overtime
- Bonuses
- Pay Day
- Compensation Adjustments
- Garnishments
- Benefits

2:00 p.m.

Employment Law Jeopardy

Aleksandr Litvinov, Associate, Fisher Phillips LLP

- Quiz on various employment law issues in an interactive format.

3:30 p.m.

Attendance and Time Away from Work Policies

Aleksandr Litvinov, Associate, Fisher Phillips LLP

- No-Fault Attendance
- No Call/No Show
- Vacation, Personal Days, Sick Days and PTO
- Medical Leaves of Absence
- Personal Leaves of Absence
- FMLA
- Military Leave
- Kentucky Family Military Leave
- Medical Leave of Absence/Dual Employment
- Inactive Status/Job Abandonment
- Bereavement Leave

4:30 p.m.

Model Employee Policies for the 21st Century adjourns

Why Attend?

In HR, like the rest of the world, times have changed. We're now in the era of advanced technology, the Me Too, Black Lives Matter, Blue Lives Matter movements. Workplace discrimination, harassment and bullying, as well as, gender and gender identity and religious freedoms issues are often in the news and on social media, in all its forms, are drawing even more attention to each of these issues. All the talk is shining a new light on some very old problems and that's good. However, many companies and organizations are trying to address these issues and manage their operations with outdated employee policies.

What You'll Learn

- How drafting employee policies have changed over the years and where we are today.
- How technology (cell phone, cameras, remote employees) is changing the workforce in ways unimagined at the beginning of the century.
- What should be in EVERY company's/organization's employee handbook
- What should NEVER be in any company's/organization's employee handbook
- In the era of the Me Too Movement and workplace harassment, should a company have policies that relates to their board of directors/owners/shareholders and vendors interactions with staff members and volunteers?
- How to use employee policies to better manage your operation (including hiring, training, disciplining, performance evaluations and separation (when necessary)).

Kentucky Chamber Membership

It's not too late to take advantage of the Kentucky Chamber member discount. To learn more about membership, call 502-695-4700 and ask for a membership representative.

Who Should Attend?

- managers and supervisors
- administration directors
- business owners and CEOs
- human resources personnel
- employee relations specialists
- personnel directors and managers
- senior HR professionals
- HR consultants

Continuing Education



SHRM Professional Development Credits (PDCs)

The Kentucky Chamber is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.



HRCI recertification

This program has been pre-approved for credit toward PHR, SPHR and GPHR recertification through HR Certification Institute.

CEU/CPE

This program may also be eligible for CEU and CPE credits. Contact your professional board to find out what's required.

Moneyback Guarantee

If you are not 100% satisfied with your seminar experience, we will refund your money.

Ashby presented great material and provided real-life examples. She conveyed critical information in an easy to understand fashion. I plan to use her presentation to update our handbook.

Paul was an excellent speaker – perfect amount of humor and serious content. He was very engaging.

Tim's presentation was spot on. Very informative and helpful.

Great seminar! Very appropriate content. Loved the simple policies as well – very helpful!

We are in the process of updating our handbook and this will be of great guidance.

Great content and lots of sample policies. Very helpful, and state and federal specific laws addressed adequately.

Each session had very useful information.

Register Model Employee Policies for the 21st Century

Registration Fees

\$399/Kentucky Chamber Member
\$499/Non-member

Special Offer: Send 1 and receive the 2nd HALF OFF!
Special pricing not available online. Contact Lori Jo Goff at 502-848-8727 or lgoff@kychamber.com to take advantage.

Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions are welcome. Special accommodations made upon request.

How to Register

WEB

kychamber.com

PHONE

Call Lori Jo Goff
502-848-8727

E-MAIL

lgoff@kychamber.com

MAIL

Kentucky Chamber
464 Chenault Road
Frankfort, KY 40601

Location and Lodging

October 11, 2022 (81479)

Embassy Suites by Hilton Lexington/UK Coldstream
1801 Newtown Pike
Lexington, Ky. 40511
Ph: 859-455-5000
Room Rate: \$149*
Hotel Room Cutoff Date: September 10, 2022

**The advertised Kentucky Chamber room rate cannot be guaranteed after the cutoff date.*

When contacting hotel for lodging, please specify that you are with the Kentucky Chamber of Commerce's Model Employee Policies for the 21st Century to receive the discounted rate.

To register, please complete To process your order, the entire registration form must be complete.

Company		
Address		
City	State	Zip
Telephone	Fax	
Principal Line of Business		Number of Employees

Complete for additional registrants

Registrants' Names	Titles	E-mail Addresses
_____	_____	_____
_____	_____	_____
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*I understand that by providing the phone, fax number and e-mail information above on behalf of the person/company/organization specified above, I am authorized to and hereby consent for the person/company/organization to receive communication by or on behalf of the Kentucky Chamber of Commerce.

Payment

___ Conference fee enclosed with check payable to the Ky. Chamber. Check Amount \$ _____ Check # _____
___ Charge to: VISA ___ MC ___ American Express ___
Account # _____ Exp. Date _____ Security Code _____ Signature _____
___ Bill company PO# _____