



The Maui Chamber of Commerce presents
LABOR AND EMPLOYMENT LAW FOR HAWAII EMPLOYERS ®

PRESENTATIONS

Expanding Boundaries: 2004 Harassment and Discrimination Law Update

Smarter Compensation: Complying with the New FLSA Overtime Exemption Rules and Hawaii's Payment of Wages Law

Simplifying Leaves of Absence: FMLA, HFLA, ADA, TDI, Workers' Compensation, Sick and Vacation Leaves

Working Together: Military Leave Requirements

Preventative Practices: Wrongful Discipline and Discharge Law Update

The Big Picture: Managing Harassment Complaints

Innovative Hiring: Building Your Employee Ohana in a Growing Economy

*Topics subject to change / Descriptions, Page 2

SEPTEMBER 21, 2004

Maui Beach Hotel

Ellaire Room

8:00 am. - 8:45 am. Registration

8:45 am. - 9:00 am. Welcome

9:00 am. - 12:15 pm. Seminar

12:15 pm - 1:15 pm. Luncheon

1:00 pm. - 4:00 pm. Seminar

\$160 Members / \$175 Non-Members

Price includes continental breakfast, lunch, and new handbook

Please submit with payment by Friday, September 17, 2004

To Maui Chamber of Commerce, 250 Alamaha Street, N16A Kahului, HI 96732

For more information, phone 808.269.0143 (temporary) or email sonjia@mauichamber.com

Business Name _____

Name _____ Name _____

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REGISTRATION FEES FOR CHAMBER MEMBERS ONLY

Full payment must be received by 9/17/04 Number of attendees _____ x \$160 = \$_____ (TOTAL)

REGISTRATION FEES FOR NON-MEMBERS

Full payment must be received by 9/17/04 Number of attendees _____ x \$175 = \$_____ (TOTAL)

PAYMENT METHOD

[] Cash/Check enclosed

[] Charge my VISA/MC/AMEX/ account # _____ Exp. _____

Signature _____ Daytime phone number _____

No refunds after September 17, 2004. Registrants who cannot attend may send another person in their place.

**NEW and REVISED SEVENTH EDITION ©2004! THE CHAMBER DESK MANUAL:
LABOR AND EMPLOYMENT LAW FOR HAWAIIËI EMPLOYERS ®**

 **PRESENTATIONS** 

Smarter Compensation: Complying w/ the FLSA Overtime Exemption Rules & Hawaii's Payment of Wages Law

Although the U.S. Department of Labor's new white-collar exemption rules help to clear a lot of the confusion in wage and hour law, do they go far enough? Learn how employers can use the new rules to save employee compensation costs, and hear about the problem areas in the FLSA and state Payment of Wages law that still can trap employers.

Expanding Boundaries: 2004 Harassment and Discrimination Law Update

The Hawaii Supreme Court struck down the Hawaii Civil Rights Commission's protections for transgendered employees earlier this year on procedural grounds. The Commission, however, continues to believe that transgendered individuals should be protected by Hawaii's sex/gender discrimination law. Understanding trends in anti-discrimination law in our state and the mainland US and appropriate practical responses is crucial to ensure compliance with the laws. This program will discuss the current status of this ever-changing area of employment law, including the most recent sexual harassment decisions, expanding boundaries of protected individuals, the evolving definition of disabilities and an employer's reasonable accommodation obligations, and more.

Simplifying Leaves of Absence: FMLA, HFLA, ADA, TDI, Workers' Compensation, Sick and Vacation Leave

Each year, there are more legally protected absences provided to employees. In 2004, all Hawaii employers must provide unpaid "victims" leave, and last year, some employers were required to provide paid family leave. Get an update on the legal changes to this complex area of employment law, plus practical pointers to effectively integrate the different requirements of the various leave laws in a lawful manner.

Working Together: Military Leave Requirements

Now more than ever before, employers are facing employees who must take protected military leave to fulfill voluntary or involuntary duty requirements. Learn your obligations to provide military leave and the re-employment rights of an employee who left his/her job for military training or service. Get information on how you can get assistance to ensure compliance with the laws but also to manage military leave requests to minimize impact upon your operations.

Preventative Practices: Wrongful Discipline and Discharge Law Update

You've seen the newspaper ads soliciting employees to "blow the whistle" on illegal activity at their business or organization. Claims under Hawaii's Whistleblower's Protection Act is growing, and this presentation will explain how to avoid liability from this newer law. Get the current status of wrongful discipline and discharge law in our state and the nation, as well as recent trends involving mediation and arbitration clauses, at-will disclaimers, and innovative breach of contract and tort theories.

The Big Picture: Managing Harassment Complaints

In June, the Hawaii Supreme Court found that an employer's response to a co-worker's complaint of sexual harassment is a question for the finder of fact. In light of this new decision, learn how to manage the investigation, when to do the investigation yourself or hire an outside investigator, and how to make the "right" and lawful determination of the complaint. Get the "big picture" perspective by looking at retaliation claims, whistleblower claims, workers' compensation claims, and settlement and release agreements. Discuss the important distinction between prohibited harassment and general harassment and how your policy addresses them.

Innovative Hiring: Building Your Employee Ohana in a Growing Economy

With low unemployment, hiring reliable and honest individuals to fill job openings is becoming a greater and greater challenge in Hawaii. After reviewing the basics of the law of hiring in our state, learn how you can use temporary agencies and outsourcing to meet your employment needs in a lawful manner. Learn how to attract and retain reliable employees without cutting corners.

Because of the ever-changing nature of labor and employment law, you must replace prior editions of Chamber Desk Manual with this Seventh Edition. ALSO AVAILABLE ON-LINE! The Chamber Desk Manual is available on-line at www.chamberdeskmanual.com.