

# 2011-2012 LEGAL BREAKFAST BRIEFINGS

OPEN ONLY TO COUNCIL MEMBERS AND ATTORNEYS PRACTICING IN UTAH

## FOUR BRIEFINGS REMAIN IN THIS SERIES

### **Briefing 2 - Wed. December 14<sup>th</sup>: Retaliation & Whistleblower Claims – Be Afraid, Be Very Afraid**

For the first time ever, complaints of retaliation are the most commonly filed claim with the EEOC. Last year, two U.S. Supreme Court decisions greatly expanded the parameters of what constitutes unlawful retaliation, which will likely result in a continued increase in retaliation and whistleblower claims. In this timely briefing, attorney **Elisabeth Blattner-Thompson** of Ballard Spahr will discuss common employer mistakes that lead to retaliation claims and practical strategies for avoiding these thorny challenges.

### **Briefing 3 - Wed. February 8<sup>th</sup>: Independent Contractors – Reap the Rewards Without the Risks**

It's the perfect storm. Employers are increasingly relying on independent contractors to streamline operations and cut costs, while the federal and state governments are cracking down on what they see as improper classification of workers to avoid payroll taxes. If your company is using contractors, then you cannot afford to risk misclassifying them. Attorney **Elizabeth T. Dunning** from Holland & Hart will walk you through the various tests used to determine whether a worker is correctly classified as an independent contractor. She will also give you tips for drafting enforceable independent contractor agreements.

### **Briefing 4 - Wed. April 11<sup>th</sup>: Background Checks and the Fair Credit Reporting Act (FCRA)**

Do you use a vendor to conduct background checks on job applicants? If so, are you familiar with the FCRA's restrictions on what information you can seek, when you can seek it, and the procedures you must follow to make sure the very practice you engage in to protect your company doesn't come back to create liability instead? If you don't conduct background checks, should you? Attorney **Scott M. Petersen** from Fabian Law will cover these tricky issues and provide clarity on both your rights as an employer and the areas most likely to get you into trouble when it comes to background checks.

### **Briefing 5 - Wed. June 13<sup>th</sup>: Ten Mistakes Plaintiffs' Employment Law Attorneys Hope You Make**

Want to know what makes a plaintiffs' attorney's mouth water when sitting down with your former employee discussing the case they're about to file against you? At this briefing, you will have the unique experience of gaining valuable insight from two noted local plaintiffs' employment law attorneys, **Kass Harstad** from Strindberg & Scholnick and **April Hollingsworth** from Hollingsworth Law Office. They will discuss how they assess the strength of a case and what red flags they look for when scrutinizing your employment decisions.

### **KEY BENEFITS:**

★ *Taught by expert guest attorneys and Council staff attorneys*

★ *Practical - Learn real-world application of new employment-law developments and helpful solutions for complex employment-law challenges*

★ *To the point - Just 90 minutes*

★ *Approved for 1.5 CLE Hours per briefing for Utah attorneys*

★ *Approved for 1.5 general recertification hours per briefing toward PHR, SPHR, and GPHR recertification through HR Certification Institute*



**Where:** Red Lion Hotel  
161 W 600 S, SLC, UT

**When:** Briefing: 8:00 - 9:30 a.m.  
Registration & breakfast buffet: 7:30 - 8:00 a.m.

**Cost:** \$89 per briefing

### **REGISTRATION INFORMATION:**

**Choose:** Briefing 2 \_\_\_ Briefing 3 \_\_\_ Briefing 4 \_\_\_ Briefing 5 \_\_\_

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*Substitution of participants is encouraged when the original registrant cannot attend*

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**Cost:** \$89 per briefing  
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