



VLCT HUMAN RESOURCES AND EMPLOYMENT LAW WORKSHOP

Thursday, June 2, 2016, Capitol Plaza, Montpelier

AM Workshop Schedule

8:30 Registration Opens

9:00 Welcome and Overview

Abigail Friedman, Director, VLCT Municipal Assistance Center

9:05 VLCT and PACIF Resources and Overview of Proposed Overtime Rule Changes

Joe Damiata, Manager of Underwriting and Safety and Health Promotion, VLCT

Jill Muhr, Human Resources Consultant, VLCT

This session will outline multiple resources available from VLCT to assist with your human resources responsibilities. Joe will highlight VLCT-PACIF resources such as PACIF Online University, Workstrong, and the Employment Practices Liability Referral Program. Jill will introduce the Municipal Assistance Center's new Human Resources Assistance Program and provide an update on newly announced changes to the Fair Labor Standards Act (FLSA) overtime rules.

9:50 The Alphabet Soup of Paid and Unpaid Leave including new Vermont Sick Leave Mandate

Kerin Stackpole, Attorney, SPHR Director, Paul, Frank, + Collins

This presentation will highlight the various of types of employee leave – such as the Family and Medical Leave Act (FMLA) and Vermont's Parental and Family Leave Act (VPFLA) – and what you need to know to administer them correctly. Details of Vermont's new sick leave mandate, recently passed by the Vermont legislature, will be included. Additionally, Kerin will discuss those areas of the Americans with Disabilities Act (ADA) and workers' compensation law that also come into play.

10:35 Break

10:45 The Alphabet Soup of Paid and Unpaid Leave (continued)

11:30 Supervision Issues and How the EAP Can Help

Myra Handy, Clinical Operations Manager, Invest EAP

The Invest Employee Assistance Program (EAP) is a benefit of PACIF that provides personal and professional support by providing professional management and supervisory consultation around difficult workplace matters. Learn how your municipality can use EAP's confidential services to address workplace concerns before things get to an intractable point. The desired outcome – a successful workplace – can best be achieved if problems are identified early and EAP resources are offered proactively.

THIS WORKSHOP HAS BEEN APPROVED FOR UP TO 5.75 CLE CREDITS

PM Workshop Schedule

12:15 Lunch (provided By Capitol Plaza Hotel & Conference Center)

1:00 Workers' Compensation Best Practices

Ken Canning, Director, Risk Management Services, VLCT

David Sichel, Deputy Director, Risk Management Services, VLCT

Peggy Tucker, Manager, Workers' Compensation Claims, VLCT

In this session, our speakers will cover the life of a typical claim to illustrate workers' compensation claims processes and highlight the importance of your role and responsibilities, from the employee's initial injury to his/her return to work. You will learn what you can do to reduce workers' compensation expenses and help injured employees return to work safely and sooner.

2:00 Break

2:15 Independent Contractor or Employee? How to Avoid Misclassification

Wesley Lawrence, Attorney, Theriault & Joslin, P.C.

Elizabeth Rattigan, Attorney, Downs, Rachlin, and Martin

Aaron Frank, Deputy Town Manager and Chief Financial Officer, Town of Colchester, VT

Joe Damiata, Manager of Underwriting and Safety and Health Promotion, VLCT

Worker classification as an independent contractor or employee continues to be an area of Department of Labor focus and a source of confusion for employers. In this session, we will discuss the state's standards for workers' compensation and unemployment insurance as well as the different tests for the Internal Revenue Service and Fair Labor Standards Act purposes. You will learn best practices for documentation and hear about the town of Colchester's recent experiences. Time will be set aside for questions to the panel.

3:45 Workshop Conclusion and Evaluation Completion

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SPRING PLANNING AND ZONING FORUM JUNE 15, 2016

Lake Morey Resort, Fairlee

<http://www.vlct.org/events-news-blogs/event-calendar/>