



## **Recent Updates from Federal Agencies and how it impacts Employers**

Presented by: Dawn J. Lanouette, Partner Hinman, Howard and Kattell, LLP and Chair of their Labor and Employment Practice Group.

Recent Federal Agency Actions have been far more ‘employer-friendly’ than in the recent past, but are you aware of what’s happening that might affect your business? Come and hear about recent updates from the NLRB, US DOL, OSHA, EEOC, and other federal agencies affecting employers. Topics include FMLA, OT Calculations, Wage and Hour Rule Making, Social Media Rules, Handbook Rules, Audit Procedures, and much more.

Ms. Lanouette counsels employers on all aspects of their relationship with employees from recruitment to termination. She provides training to Executives, Human Resources Personnel, Managers and Supervisors on legal obligations and best practices. She represents employers in state and federal courts and before administrative agencies. Her experience includes successfully defending clients before the Division of Human Rights (DHR) both before probable cause determinations and at hearings; the Equal Employment Opportunity Commission (EEOC); the Occupational Health and Safety Administration (OSHA); the New York State Department of Labor (DOL); the US Department of Labor; and the National Labor Relations Board (NLRB).

**RSVP by July 5, 2019 to [Megan.Fewkes@emhartglass.com](mailto:Megan.Fewkes@emhartglass.com)**  
Approved credits – SHRM & HRCI – 1.5 general

***Thursday – July 11, 2019***

***Tag’s Restaurant ~ Route 352, Big Flats, NY***

***Cost: \$25 HRATT Members***

***\$30 Non-Members/Guests***

***Registration: 3:00 pm – 3:15 pm***

***Appetizers/Networking: 3:15 pm – 4:30 pm***

***Program: 4:30 pm – 6:00 pm***