



2020 OBL HR Forum

Join Today!
Receive Must-Know Employment Law Updates!



THIS PROGRAM INCLUDES:

- HR Update Virtual Session**
Mon., June 1, 10 a.m. – 2 p.m.

HR Update Seminar
Tues., Aug. 4, 10 a.m. – 2 p.m.
- HR Update Seminar**
Mon., Sept 14, 10 a.m. – 2 p.m.

HR Update Webinar
Mon., Dec. 14, 10 – 11:30 a.m.

Please note: Members also receive Labor and Employment Alerts via email on a time-sensitive basis.

BASIC MEMBERSHIP

- \$700 per OBL member
- \$600 for each additional registrant from the same institution
- \$1,400 per nonmember

Human resource managers have turned to the OBL for nearly 20 years for the latest trends and topics via the annual OBL HR Conference – and for the past 7 years via the successful OBL HR Forum. These programs feature content that is driven by bankers – for bankers – to ensure timely topics are discussed and professional development needs are being met. The OBL and Vorys, Sater, Seymour and Pease LLP will once again partner to keep HR managers and staff in the know and networked with other Ohio banking industry leaders in 2020.

Employment Law Update

The labor and employment law field is constantly evolving. New laws pass, new regulations are issued, and new cases are decided. Finding a way through this myriad of laws is not just time consuming. It is also fraught with risks, any one of which could turn out to be a costly distraction to a bank’s profitable operation. Improper classification of employees, failure to administer FMLA leave work correctly, or terminating an employee for improper reasons are just a few of the risks human resource professionals may confront on any given day in the office.

With this constantly changing and potentially expensive landscape, a little preventative maintenance is well worth the investment. Members of this popular program can take advantage of timely and accurate information about the latest legal developments impacting banks as employers. Armed with the knowledge of what is on the cutting edge of employment law developments, banks can take proactive steps to help avoid, minimize, or perhaps even eliminate unnecessary employment law risks.

HR Updates

In addition, the programs feature open forum discussions, as well as sessions with human resource consultants who discuss HR hot topics and best practices on subjects that matter most to attendees. Members are regularly asked to suggest topics and provide feedback on topics they would like to see covered each session. Recent programs included interactive presentations on topics such as:

- The Art & Science of Peopling;
- Taking the Job Description to the Next Level; and
- Understanding Mental Health in the Workplace

Topics May Include:

During a 90-120 minute interactive session, members will listen to an explanation of the latest employment law decisions, regulations and enforcement activity affecting banks. Members will have time during each session to pose questions about the topics that are covered.

Beyond the explanation of what the law is, however, the legal updates will also attempt to place those developments in a broader context. Why is the development important? What does it tell employers about the direction in which the law is heading? How can proactive employers respond to these developments? While the exact topics covered in the update sessions will vary depending on what the most recent developments may be, likely topics include:

- Case law updates on various legal theories, including race, sex and religious discrimination;
- Updates on the implementation of Ohio’s medical marijuana law;
- Review of noteworthy Ohio and federal employment cases;
- Affirmative action and related regulatory developments from the OFCCP;
- Non-union employers and the NLRB;
- New regulatory initiatives and enforcement guidance from the EEOC;
- Administering leaves and other difficult issues under FMLA; and
- Understanding the reasonable accommodation obligation and other ADA issues.

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Who Should Attend?

This program is designed for human resource managers and officers or anyone involved in human resources management – CEOs, COOs, CFOs, branch managers or other management team members. Banks of all sizes will benefit from these sessions.

What do member bankers have to say about the OBL HR Forum?

I appreciate the networking and sharing of information and experiences from fellow forum attendees. Plus, I find great value in the relevant program content.

I always enjoy the meetings. The presentations, communications and connections are invaluable.

The OBL HR Employment Law Update sessions contain pertinent information to many of the current challenges bankers are facing.

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About the Instructor



Nelson Cary is a partner in the Vorys Columbus office (52 E. Gay Street) and a member of the labor and employment group. He represents management in a broad range of labor and employment matters, including compliance with, and litigation arising out of, the Family and Medical Leave Act, Americans with Disabilities Act, Title VII, Age Discrimination in Employment Act, Fair Labor Standards Act and similar state laws. He also advises employers on union elections and defends unfair labor practice proceedings before the National Labor Relations Board. He is a member of the Ohio Bar Association, the District of Columbia Bar and is an associate member of the Virginia Bar Association. He is also active in the Columbus Bar Association and has spoken on many topics, including updates on activity at the National Labor Relations Board, complying with the Americans with Disabilities Act, the employment-at-will doctrine, employment agreements, managing difficult employees and enforcing disciplinary action. He also has conducted training on union avoidance and positive employee relations, avoiding sexual harassment and other unlawful harassment and discrimination, and conducting internal investigations.

Program Locations

The OBL HR Update Seminars in August and September will be held at the OBL Education Center at 4215 Worth Avenue, Suite 300, Columbus, OH 43219.

Cancellation Policy

Refunds for the program will be granted for cancellations received in writing to education@ohiobankersleague.com by May 18, 2020. Cancellations will be subject to a \$75 processing fee. No refunds or credits will be granted for cancellations received after May 18. Substitutions are always welcome.

Contact Information & Attire

For more information, please contact Susan Poling Jones at 614-340-7611 or at spoling@ohiobankersleague.com. For a complete listing of OBL programs, or to register online, visit www.ohiobankersleague.com. Dress is business casual.

Hotel Accommodations

Discounted overnight rooms are available at the following locations. Pricing for all hotels includes breakfast and internet access.

- \$145 at TownPlace Suites, .5 mile from OBL, shuttle available, 614-471-3500;
- \$147 at Embassy Suites Columbus Airport, 4 miles from OBL, shuttle available, 614-536-0500;
- \$148 at The Hampton Inn & Suites, .5 mile from OBL, no shuttle service available, 614-473-9911;
- \$155 at SpringHill Suites, .5 mile from OBL, shuttle available, 614-471-3500

For additional options, visit www.eastontowncenter.com.



The Ohio Bankers League is registered with the National Association of State Boards of Accountancy as a sponsor of continuing professional education on the National Registry of CPE Sponsors. This program and attendees qualify for Continuing Professional Education credit in the area of Specialized Knowledge.

Registration

Registration is also available online at www.ohiobankersleague.com.

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Please copy this form for additional registrations.

HR FORUM MEMBERSHIP

- ☐ \$700 per member
- ☐ \$600 Each additional registration from same institution
- ☐ \$1,400 per nonmember

REGISTRANT	TITLE
BANK	
NAME FOR BADGE	
MAILING ADDRESS	
CITY STATE ZIP	
COUNTY	
OFFICE PHONE	
CELL PHONE	
E-MAIL (REQUIRED)	

SPECIAL ASSISTANCE / DIETARY NEEDS

PLEASE SEND CHECK AND REGISTRATION TO OHIO BANKERS LEAGUE, ATTENTION EDUCATION DEPT.

MAIL TO: 4215 Worth Avenue, Suite 300, Columbus, Ohio 43219, Phone 614-340-7595

CONFIRMATION WILL BE SENT UPON RECEIPT OF YOUR REGISTRATION. PLEASE USE THIS FORM AS YOUR INVOICE.

Method of Payment

Payment is requested at the time of registration.

- ☐ My check for \$_____ is enclosed.
- ☐ Please charge my credit card \$_____ as noted below.

- | | |
|-----------------------------------|-------------------------------------|
| ☐ Visa | ☐ MasterCard |
| ☐ Discover | ☐ AmEx |

CARD NUMBER
EXPIRATION DATE
CARDHOLDER NAME
BILLING ADDRESS
CARDHOLDER'S SIGNATURE
CVV NUMBER (3 DIGITS ON BACK OF CARD)