



# EMPLOYEE RELATIONS: What's new, what's changed and what's on the horizon

You are invited to a complimentary labor and employment seminar hosted by GableGotwals law firm. Our attorneys will present tangible steps that you can implement in order to reduce risk and ensure compliance with state and federal regulations. Human Resources professionals, in-house counsel and managers are all welcome to attend.

## PRESENTATIONS INCLUDE:

### **FLSA: Misclassification and Other Pitfalls**

Diana Vermeire will present on the importance of proper classification of employees under the Fair Labor Standards Act (FLSA); how to properly classify employees, including a review of the exemptions and their requirements; and other common mistakes related to recordkeeping, calculation of overtime, time keeping, etc.

### **Protecting Intellectual Property—How hard it is?**

Paul Rossler will talk about the process of securing a patent or other forms of legal IP protection. Erin Dailey will discuss the types of policies and agreements an employer should have in place to protect IP that is developed by employees, or that employees have access to through their jobs.

### **2011 Amendments to the OADA and the (New) OCRE: Big Changes for Small Employers and Everyone Else, Too.**

Leslie Lynch will advise on how Oklahoma employers face an escalation of potential employment discrimination claims, a potential loss of protections against crippling damage awards and, in many instances, awards of attorney's fees where previously there would have been none due to the combination of the 2011 amendments to Oklahoma's Anti-Discrimination Act ("OADA") and the creation of the Attorney General's Office of Civil Rights Enforcement ("OCRE").

### **What's on the Horizon?**

Timothy Carney will address new trends in employment practices and discrimination. He will cover background and credit checks, "lifestyle" discrimination, e-cigs, tattoos, piercings, and other topics.

**TULSA**

**Friday, October 10**  
7:30 - Noon  
Summit Club  
15 W 6th St, 31st Floor

**OKLAHOMA  
CITY**

**Wednesday, October 22**  
7:30 am - Noon  
Beacon Club  
210 Park Ave, 24th Floor

Approved for CLE credit by the Oklahoma Bar Association.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Please RSVP to Melissa Bogle at [mbogle@gablelaw.com](mailto:mbogle@gablelaw.com)

