



We Are Pleased to Announce

2022 SESCO Webinar Series (Part 1)

April 6: Understanding Critical Changes to the Labor Market

More and more employees are quitting their job in favor of jobs that come with better compensation and benefits, work/life balance and more meaningful work. It is obvious that the Pandemic brought many changes to the labor market, and so many businesses are in the midst of a major labor crisis. More than 4.3 million workers quit their job in November 2021 alone – a historical number – according to the Department of Labor.

Leaders within the industry are left wondering what are the reasons behind the Great Resignation? How do we curtail it? The answers are more than simple and require a deep dive into the organization and commitment by leadership to addressing the challenges.

This session will review:

- The Great Resignation of 2021 and into 2022 – What is it Exactly and How do we address it?
- Why competitive wages are critical in recruitment and retention efforts.
- Explore your culture to ensure proper engagement which also focuses on professional growth and development.

We will explore the variety of areas that impact the labor market and provide practical recommendations to avoid screening and hiring snafus in addition to discussing ways leadership can engage and retain their current workforce.

April 20: Core HR Systems For Proper Onboarding

When was the last time you conducted an audit of your personnel files? If it's been a while (or if you have never done an audit) you may be putting the organization at risk. The best way to ensure your company remains in compliance and avoids liability is to conduct regular reviews of your personnel files and your filing practices. Join us as we learn the good, the bad, and the ugly of personnel file maintenance, including whether documents are being put in the correct file (i.e. personnel or medical) and whether you are retaining files longer than is required (or disposing of them too soon). Next, we will cover how to properly onboard new hires to set them up for success. Last, we will discuss the importance that the employee handbook plays in the new hire process and why it should be a living, breathing document which is critical to HR and management functions.

May 11: Navigating the Complexities of Wage and Hour Law

The Fair Labor Standards Act (FLSA), the federal wage and hour continues to cause big headaches for employers given the intricacies of exemptions, pay plans and state permissible pay practices. Non-compliance exposes companies to individual and other representative actions. Wage and hour laws continue to multiply, with new regulations, court decisions, and myriad changes to existing laws impacting employer compliance obligations.

The webinar will cover the rules for classifying employees as exempt or nonexempt and address other common wage and hour pitfalls. Participants will learn how to avoid mistakes in paycheck deductions, how to avoid problems with meal and rest break laws, and will provide a refresher on the newly revised federal overtime rule. For experienced human resources professionals, this session will be a practical “refresher.” For less experienced human resources professionals, this webinar will introduce real-world advice regarding wage and hour essentials. To learn about what your organization needs to do to stay in compliance and out of court, join us for an overview of the legal requirements and best practices of federal wage and hour law.

May 25: Management’s Role in Recognizing & Preventing Harassment and Discrimination in the Workplace

Harassment is rampant and it happens daily in our workplace. Whether it’s Hollywood, politics, academia or business, you cannot escape the reports of misconduct in the workplace. With the heightened awareness, employers must do what they are required by law and in their power to prevent harassment in the workplace. This session will explore the true definition of harassment and discrimination under Equal Employment Opportunity regulations, such as Title VII of the Civil Rights Act, and the problems caused by inappropriate workplace behavior. Additionally, we will focus on preventing sexual harassment and discrimination, how to respond to harassment or discrimination, how to address unwelcome behaviors, the negative impacts of workplace misconduct, proper procedures for reporting and investigating complaints and consequences of false accusations. Last, we will cover how leadership should properly handle and respond to charges of discrimination received from the Equal Employment Opportunity Commission.

June 8 – Understanding the Ins and Outs of Medical Leave of Absences

As experts in employment law compliance, SESCO will explore the practical application of crucial federal regulations such as Americans with Disabilities Act and the Family Medical Leave Act. Further, we will delve into these pertinent and complex regulations to give participants a fundamental understanding on how to navigate and apply these regulations compliantly within their organization.

This session focuses on the intent and purpose behind ADAAA and FMLA and will cover the basic interpretations and practical applications of the law. Additionally, we will discuss and demonstrate how to reduce liability by avoiding common compliance mistakes. Participants will learn how to properly engage in the interactive Reasonable Accommodation process for ADAAA and effectively managing FMLA leave for eligible employees.

Key take aways include:

- Understand the basic requirements of ADAAA and FMLA regulations and the impact to the organization.
- Explore the most common violations and how to avoid them.
- Recognize whom and when to apply the ADAAA and FMLA regulations and supporting documentation.
- Assist employees in handling accommodation and leave appropriately to protect yourself and the company from liability.

June 22: Essential Skills of Leadership

Leaders (managers and supervisors) are normally chosen for their positions because of their knowledge about the products and services they provide to their customers. All too often, however, their training has covered only the technical aspects of their duties, neglecting the people related skills which are extremely important in ensuring a successful organization. The Essential Skills of Leadership session will give you the four foundational skills for effective leadership: focusing on behaviors and facts (not attitudes or opinions), encouraging team member participation, maintaining team member self-esteem, and running effective meetings.

Tuition:

Tuition includes a copy of the PowerPoint presentation and live recording emailed to registered individual.

\$49.99 per person, per webinar for all topics but DiSC

\$169.99 for DiSC Personality Profile Series (September) *Includes Assessment*

Schedule:

Every Other Wednesday, beginning April 2022- October 2022

1:00-2:30 pm EST

Please click [HERE](#) to register for SESCO's Spring 2022 Webinars