

7 WAYS YOU CAN PROTECT YOURSELF FROM EMPLOYEE LITIGATION

WEDNESDAY, SEP 27th 2017

8:30AM-10:00AM, ONTARIO, CA

PRESENTED BY ADP & THE BLUE LAW GROUP

Paying your Workforce Correctly in California

» Failure to Pay

Preventing Lawsuit Litigation Related to Wage/OT/Break/Off Clock Violations

» OT Wage and Hour Law

Misclassification of Independent Contractors, Liability Still Attaches

» Misclassification of Employees

How to Avoid Legal Risk with Accurate Calculation and Distribution of Final Checks

» Final Check and Mailing

Best Practices to Avoid Workers Compensation Mistakes and Exposure

» Workers Comp Fraud

Fearless Firing: Constructing a Strong Legal Defense for Your Termination

» Wrongful Termination

Lawsuits that Stem from Simple Employment, Workers Comp, FMLA, ADA Claims Gone Wrong

» Class Actions Lawsuit/Litigation

DOUBLE TREE, ONTARIO

9/27/2017 Wednesday

8:30AM-10:00AM PST

222 N Vineyard Ave, Ontario, CA 91764

RSVP

molly.hanson@adp.com

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On Eventbrite

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LEARNING OBJECTIVES

- › Terminating employees safely.
- › Define claims and how they impact work force labor.
- › Recognize potential workplace litigation
- › Discuss how to protect your employees and business from risk factors and exposure
- › Review independent contractors vs. employees

We would like you to join [ADP & THE BLUE LAW GROUP](#) for an exclusive event where you'll enjoy a great experience, the opportunity to network and engage in thought provoking conversations about recognizing exposures of lawsuits! This Event will be geared towards Business facing Employment, Discrimination, Wage Dispute litigation exposure. Small to Medium sized companies with or without HR.

Paying your workforce is one of the most heavily regulated aspects of running a business. Receive an overview of the wage and hour landscape in California Labor law, and those areas that employers are most frequently cited for violating will be highlighted. Final check Law for employers in California, penalties can arise overnight for breaking rules. Keep your workers' compensation cost down by effectively defending the right claim. One of the most important factors in controlling workers' compensation costs is the identification of claims which should be denied and preparation to defend against such claims soft tissue, stress claims, post term.

Many employers conduct terminations of employees without the benefit of supporting documentation and/or provide unclear reasons for termination to the departing employee.

This often leaves employees confused, upset, and suspicious regarding the 'real' reason for their termination. These are the causes of much of litigation. How to do-the tough liability and damages analysis that can lead to cost-effective settlements with government or private plaintiffs when litigation is threatened. This topic is critical for employers looking to make sure their house is in order before getting into costly litigation.

Will also provide analysis on ways to reduce and defend (or prosecute) as to these potential pitfalls. Finally, apply real world examples of litigation, providing practical and critical information to employers, admin professionals, and attorneys who work in the labor/employment space.

Live Mock Deposition/Cross Examination with Q/A after.

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SPEAKERS

SEAN MACKAY & MICHAEL BLUE



SEAN MACKAY

VP Sales, Major Accounts | Southern California

Sean Mackay is the Vice President of Sales for ADP Major Accounts in Southern California. He manages five sales teams with over 140 individual contributors.

He brings 9 years of experience supporting mid-large size organizations (defined by organizations with employee counts between 50-1,000) using the tools, resources, data, and leverage of ADP.

A graduate from the University of Utah, proud father to Connor (6) and Cora (4), and loving husband to wife Jessica. Sean's passions reside in forging lasting relationships with peers and customers.



MICHAEL BLUE

Esq., JD, CPA, Tax LL.M.

- Founder of the Blue Law Group Inc.
- Practice has included clients in wage labor disputes regarding failure to pay minimum wage and overtime, failure to pay meal and rest period compensation, wrongful termination, and misclassification as an independent contractor
- Has written numerous publications
- Member of multiple professional organizations
- State Certified in Tax Law
- Nominated SUPERLAWYER rising star in 2017 Tax Law
- LL.M. degree, New York University School of law; J.D. degree, Northwestern University School of Law; B.A. degree, summa cum laude, with the highest honors, University of Texas at Austin; B.A. degrees, University of California, Los Angeles

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