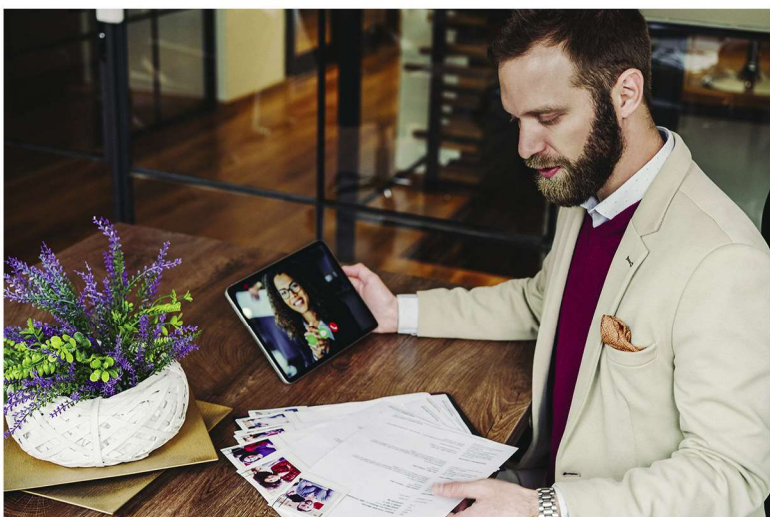


# CBAI Winter 2020 HR Survival Guide: A New Normal



## Topics Include:

- Evolving guidance for FFCRA;
- Strategies for handling paid/unpaid leave due to COVID-19 exposure;
- United States Supreme Court update;
- Gender pronouns and inclusivity strategies;
- Department of Labor's revised joint employer rules;
- Controlling political speech and debate in the workplace;
- Social media in a hot political climate; and
- Anticipated employment law developments in early 2021.



Live E-Classroom  
Seminar via Zoom  
December 2, 2020

# About the Presenters

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Emily E. Bennett is a litigator and employment attorney in the Chicago office of Howard & Howard Attorneys PLLC. She regularly counsels clients on day-to-day employment decisions and practices. Bennett earned her undergraduate degree from Washington University in St. Louis, her Master of Education from National Louis University, Chicago, and her law degree from Benjamin N. Cardozo School of Law, New York City. Before joining the firm, she worked as a judicial law clerk for the Honorable Morton Denlow, United States Magistrate Judge for the Northern District of Illinois (ret). Bennett has been recognized as a Rising Star by “Illinois Super Lawyers” and as an Emerging Lawyer by “Illinois Leading Lawyers.”

Leonard W. Sachs chairs the Labor and Employment Group at Howard & Howard Attorneys PLLC, and manages the firm's Peoria office. Sachs earned his degrees from Northwestern University, Evanston, IL, and the University of Illinois College of Law, Champaign-Urbana. He practices labor and employment law exclusively for management clients across the country. For many clients, he takes a proactive approach to employment-litigation avoidance by becoming an active part of the human-resource team. For example, he regularly counsels clients on managing excessive employee absences and leave abuses consistent with the Family and Medical Leave Act and disability discrimination laws. He also has been peer-rated as an “Illinois Super Lawyer,” and an “Illinois Leading Lawyer,” and has been recognized by the “Best Lawyers in America.” Howard & Howard Attorneys PLLC is a business law firm with offices in Michigan, Illinois, Nevada and California.

# Registration Fees

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## CBAI MEMBER

First Registration .....\$265  
Each Additional Person .....\$245 each

## \*\*PROSPECTIVE-MEMBER

First Registration .....\$465  
Each Additional Person .....\$445 each

*CDD members receive a 10% discount.*

**\*\*Only financial institutions/firms eligible for CBAI membership.**

## Cancellation Policy

Registrants cancelling two days prior to each seminar receive 100% refund; one day prior, 50%; the day of the seminar, no refund. All cancellations must be made in writing prior to the seminar day. Invoices and training materials will be sent to all “no shows.”

## Zoom Seminar Information

For this live e-learning seminar, we are using Zoom Video Conferencing. Each participant receives an email from Melinda McClelland at CBAI, melindam@cba.com, to login. Participants also receive their seminar manual via this email. Each participant needs a computer or iPad to participate, but do NOT need a webcam. During the live presentation, participants can ask questions of the presenter and answer poll questions.

# Course Introduction

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As the country adjusts to a new normal, employers continue to confront evolving issues as they navigate the COVID-19 pandemic. However, while COVID-19 dominates headlines, employers must remain mindful of their traditional obligations to employees. For example, in recent months the United States Supreme Court issued blockbuster decisions regarding LGBTQ rights under Title VII, causation in discrimination suits, and contraception coverage. Following a heated presidential election and ongoing national debate, employers are wrestling with political speech and expression in the workplace and on social media. This lively seminar includes an update on COVID-19 strategies, and as well as various developments in employment law that may have slipped through the cracks during these unprecedented times. At the conclusion of this interactive one-day program, participants enjoy a working knowledge of legal obligations and considerations in an ever-changing landscape and leave with strategic HR tools to satisfy the community banker's evolving obligations to its employees.

## Key Topics

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- Evolving guidance for paid leave under the Families First Coronavirus Response Act;
- Strategies for handling paid and unpaid leave due to COVID-19 exposure;
- United States Supreme Court update;
- Gender pronouns and inclusivity strategies;
- Department of Labor's revised joint employer rules;
- Controlling political speech and debate in the workplace;
- Social media in a hot political climate; and
- Anticipated employment law developments in early 2021.





# Registration Form

CBAI WINTER 2020 HR SURVIVAL GUIDE: A NEW NORMAL

Please Print

Name of Bank \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Tel. No. \_\_\_\_\_

Name/Title \_\_\_\_\_

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(E-mail addresses are required for registration).

Name/Title \_\_\_\_\_

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I have special needs, please contact me before the seminar.

Please select your payment method.

Check Enclosed

Check in Mail

Pay at Door

Credit Card\*

*\*If you are paying by credit card, please fill out the following information.*

*(Visa & MasterCard accepted).*

Name as It Reads on Card \_\_\_\_\_

Company Name on Card \_\_\_\_\_

Billing Address of Card \_\_\_\_\_

Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Three Digit Security Code \_\_\_\_\_



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Springfield, IL 62703-5184



Fax it in:  
(217) 585-8738



Call it in:  
(800) 736-2224 (*Illinois only*)  
(217) 529-2265

## Date and Location

December 2, 2020

Live E-Classroom Seminar  
via Zoom

## Agenda

Log-in for the seminar begins around 8:45 a.m. The session runs from 9 a.m. to approximately 4 p.m. There will be an hour break for lunch at noon

CBAI is a registered Public Accounting Continuing Professional Education (CPE) provider by the Illinois Dept. of Financial and Professional Regulation.

## For More Information

Tracy McQuinn, SVP

Melinda McClelland, VP

Jennifer Nika, VP

Kim Cordier & Tina Wilder,

Administrative Assistants

Department of Education

& Special Events

800/736-2224 217/529-2265

Fax: 217/585-8738

Terry Griffin,

Vice President Chicago Area

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