

# HUMAN RESOURCES LAW, HEALTHCARE & BURNOUT UPDATE



*One Mission. Community Banks.*

**June 9, 2026**  
**Shazam Education Center**  
**Springfield**

# Agenda

## “Latest Developments in Employment and Labor Law”

Stephen Maule & Timothy Bubenik, McMahon-Berger

Courts, legislatures, and agencies at both the state and federal level have been active in the labor and employment arena. Information will be provided on this activity to help members stay ahead of the curve.

## “Reductions in Force and Other Important Issues in an Uncertain Economy”

Stephen Maule & Timothy Bubenik, McMahon-Berger

Employers often are forced to make difficult decisions in an uncertain economy, resulting in unhappy employees and the potential for litigation. We will discuss recent developments in this area of employment law and give helpful advice on how to approach these opportunities.

## “What to Do when the Government Knocks on your Door”

Stephen Maule & Timothy Bubenik, McMahon-Berger

When a government agent appears at your facility, are you prepared? We will discuss important tips to follow to protect your organization.

## “An Employee’s Guide to the U.S. Healthcare System – and Ways to Save Money”

Julie Kappen, Risk Strategies

Navigating the U.S. healthcare system and employer-sponsored benefits can feel overwhelming, confusing, and expensive for employees. Rising premiums, surprise medical bills, and complex rules often leave individuals frustrated and unsure how to make informed decisions. This session is designed to provide clarity, confidence, and practical tools employees can use immediately to better manage their healthcare choices and costs.

Attendees will learn how to:

- Understand the System: Why the U.S. healthcare system feels so complex and what that means for employees as patients
- Save on Care: Practical strategies to help reduce out-of-pocket healthcare expenses
- Be a Smarter Consumer: How to ask the right questions, compare costs, and avoid common billing pitfalls
- Make the Most of Employer Benefits: How to better utilize the benefits and resources already available through their employer
- Take Control of Their Health Journey: Actionable steps to make more informed and confident healthcare decisions

## “Burnout in the Workplace - Identifying and Navigating the Condition”

Wendy Todd

Wendy Todd discusses burnout as a workplace phenomenon, that can lead to physical distress. The discussion includes strategies to recognize early symptoms of burnout, how to effectively address them and how companies can support employees experiencing this challenge.

Key takeaways:

- Recognize burnout as an “occupational phenomenon” as opposed to being a casual phrase
- Increase the ability to identify the symptoms of burnout early on
- Learn about ways and resources to manage burnout

# Registration Fees & Information

## CBAI MEMBER

First person..... \$299  
Each additional..... \$279 each

## \*PROSPECTIVE-MEMBER

First person..... \$499  
Each additional..... \$479 each

**CDD members receive a 10% discount on live registration only. \*Only financial institutions/firms eligible for CBAI membership.**

## CANCELLATION POLICY

Registrants cancelling two days prior to each seminar receive a 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.” Fees include handout materials, breakfast, lunch and refreshment breaks. An income-tax deduction may be allowed for educational expenses undertaken to maintain or improve professional skills.

## TRAINING MATERIALS

Prior to the seminar, you will be emailed a link containing handout materials, seminar certificate, evaluation form and seminar attendee list. Please print and bring materials with you or download them on your own device to access during the program. CBAI will provide power cords in several designated locations to charge devices. (NOTE: If you have NOT received the link one day prior to the seminar, please email Melinda McClelland at melindam@cba.com or call 800.736.2224) The on-demand recorded session will be emailed to participants approximately 7-10 business days after the live event takes place. Your entire bank can utilize this session for training as it includes the video from the day of the program, plus the exact same handout materials as the live session. For more information, please contact Melinda at CBAI Headquarters.

## CONTINUING EDUCATION

CBAI is a registered Public Accounting Continuing Professional Education (CPE) provider by the Illinois Department of Financial and Professional Regulation. If you have earned an ICBA Certification, CPE credit earned through your state banking association may be submitted for CPE purposes. Please note, approval is subject to review and must satisfy the respective certification requirements.

# Meet Your Instructors

**Stephen B. Maule, partner with McMahon-Berger, P.C.**, handles all facets of litigating employment law disputes, including employment discrimination claims under federal, state and local laws. He is involved in all aspects of defending employment discrimination, retaliation and harassment claims, as well as wage and hour disputes and common law claims brought by individuals against employers. His practice has allowed him the opportunity to appear before federal and state courts and administrative agencies throughout the country on behalf of management. He regularly advises clients on employment-related matters such as personnel policies, daily human resources issues, employment contracts, severance agreements and employee handbooks. Maule provides various services in the labor area, including representing management in arbitration, National Labor Relations Board elections, objections to elections, collective bargaining, strikes and injunctions, and unfair labor practice charges.

**Timothy Bubenik, associate with McMahon-Berger, P.C.**, is based in St. Louis, Missouri, where he litigates discrimination claims under federal and state laws, as well as administrative agencies. He works on behalf of management to investigate and respond to employee claims. Tim also represents management before the NLRB in unfair labor practice charges, challenges to elections and post-election conduct. As an experienced attorney, advises clients throughout the United States on employment contracts, day-to-day human resources issues, and similar matters.

**Wendy Todd** is a writer and media professional with experience in public speaking and workshop facilitation. Her editorial work has appeared in outlets including The Washington Post, Huffington Post, St. Louis Public Radio, the St. Louis American and more. She has conducted professional development and workplace culture workshops for companies including Stifel, SIUE, the Junior League and the Rockwood School District. Wendy is also a current fellow in the Google News Initiative program.

**Julie Kappen with Risk Strategies** has 20 Years of employee benefit experience. From provider to broker to carrier and ultimately, HR, Kappen brings a multi-pronged approach to help employers navigate the complex health insurance environment. Strong pharmacy benefit background and experience working with jumbo employers (10k+).

# Registration Form

## Human Resources Law, Healthcare & Burnout Update

June 9, 2026 - Shazam Education Center, CBAI, Springfield

Registration & Continental Breakfast starts at 8:30 am with lunch included and concludes at 3:30 pm

Bank Name \_\_\_\_\_ Telephone # \_\_\_\_\_

Address \_\_\_\_\_

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

Registrant Name \_\_\_\_\_

Registrant E-Mail \_\_\_\_\_ Title \_\_\_\_\_

Registrant Name \_\_\_\_\_

Registrant E-Mail \_\_\_\_\_ Title \_\_\_\_\_

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 & Discover accepted.)*

Name as it Reads on Card \_\_\_\_\_

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

Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_ Security Code \_\_\_\_\_

## For More Information

DEPARTMENT OF EDUCATION & SPECIAL EVENTS

Tracy McQuinn, Senior Vice President

Melinda McClelland, Senior Vice President of Career Development & Training

Jennifer Nika, Vice President

Tina Wilder, Administrative Assistant



Community Bankers Association of Illinois  
901 Community Drive, Springfield, IL 62703



800.736.2224 or 217.529.2265



217.585.8738



[www.cbai.com](http://www.cbai.com)