

HR ANSWERS YOU NEED NOW



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PROVIDING ESSENTIAL PEOPLE



INFORMATION FOR MONTANA EMPLOYERS

NFIB MONTANA

The **National Federation for Independent Business** is once again sponsoring its popular HR Summer Tour to five Montana communities. Individuals with people management responsibilities will learn important tips and cautions to keep them out of legal trouble when managing day to day.

The workshop will be instructed by Jim Nys who has well over 30 years experience in personnel management. Nys is a private consultant, who holds a masters degree and is certified as a "Senior Professional in Human Resources" by the Human Resource Certification Institute, a Certified Staffing Professional by the American Staffing Association and a Certified Senior Professional in Human Resources by the Society for Human Resource Management (SHRM). Nys is a member of the NFIB and part of the NFIB MT Leadership Council.



FEES

The fee for this seminar is \$149 for a full day of training.

NFIB members receive a \$20 per person discount.

If two or more register and attend the same session from the same organization, take off an additional \$20 per person.



LOCATIONS

Kalispell, Aug. 20th
Flathead Community College
Art & Technology Building Room 208

Workshops begin at 8:15 am and end at 4:30 pm. Refreshments are provided and lunch is on your own.



REGISTRATION

To register, visit personnel-plus.com and there is a link to click on under 'trainings.'

Questions may be directed to carra@westaffmt.com.

WHAT YOU WILL LEARN

Wage and Hour - Overtime Exemptions, What Qualifies As Time Worked, Overtime Liability, Wage Payments and More.

Discrimination & Harassment - What Acts Might Be Considered Discriminatory, Dealing With Disabled Employees, Avoiding Workplace Harassment.

Employee Handbooks - What You Need & What To Avoid, MT Specific Policy Issues

Wrongful Termination - What Makes A Discharge Wrongful?, Making A Discharge Defensible, Avoiding Discriminatory Discharge

Understanding Unemployment Insurance - The Rules UI Applies To Decide When A Claimant Will Receive UI Benefits.

Recent Developments - 2015 Legislative Acts, Federal And Montana Supreme Court Decisions

Case Studies And Opportunities - To Get Answers To Your Questions

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FV-SHRM

Flathead
JSEC