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Strategic Legal Thinking Seminars for Not-for-Profit Executives



MANAGING PERSONNEL IN HARD TIMES: SMART WAYS TO AVOID LEGAL PROBLEMS WHILE REDUCING PERSONNEL COSTS

December 3, 2009

Location:

Pfizer Conference Center

150 East 42nd Street, New York, NY 10017

with videoconference sites at:

*Atlanta, Austin, Baltimore, Boston, Chicago, East Palo Alto,
Houston, Los Angeles, Northern Virginia,
Philadelphia, San Diego, San Francisco, Tampa,
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**MANAGING PERSONNEL IN HARD TIMES:
SMART WAYS TO AVOID LEGAL PROBLEMS
WHILE REDUCING PERSONNEL COSTS
December 3, 2009**

For most charitable organizations, your staff is your organization's greatest asset. But in this challenging economic climate, staff changes may appear inevitable. This seminar will discuss legally permissible ways to help conserve resources and avoid employee terminations. For those organizations who must terminate staff, the laws regulating reductions in force will be explained and demystified. This seminar will also highlight other legal risks facing employers in hard times, including the misclassification of employees, wage and hour violations, and union organizing campaigns.

The panel includes experienced labor and employment law attorneys who have helped many organizations explore alternatives to reductions in force, implement reductions in force, and avoid hidden legal risks. The panel will also include a human resources manager who will share insights about how her organization implemented changes while maintaining morale and productivity.

This seminar is designed for executive directors, board members, and officers with financial, operations, and human resources responsibilities.

Moderator: **Elizabeth Guggenheimer**, Deputy Executive Director, Lawyers Alliance for New York

Speakers: **Edward B. Lieber**, Associate, DLA Piper LLP (US)
Judith Moldover, Senior Staff Attorney, DLA Piper Fellow,
Lawyers Alliance for New York
Jennifer Jordan, Director of Human Resources, Prospect Park Alliance

Program (all times are Eastern Time):

10:30 A.M. Coffee and Registration
10:50 A.M. Welcome and Opening Remarks
11:00 A.M. Layoffs: You Can Avoid Them!
11:45 A.M. Layoffs: What to Do if You Can't!
12:45 P.M. Lunch
1:20 P.M. Smart Moves: Staying Out of Trouble While Doing More with Less
2:30 P.M. HR Hero: Low-cost Ways to Maintain Morale
3:00 P.M. Questions and Answers
3:30 P.M. Adjourn

The seminar is free of charge.

CONFERENCE LOCATION & REGISTRATION INFORMATION*

Atlanta at:

DLA Piper LLP (US)
1201 West Peachtree St, Suite 2800
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** When registering, please include your name and the name and address of your organization. If you are registering at a DLA Piper location and have any questions, please contact: Naomi Miali, at 312-984-5372 or naomi.miali@dlapiper.com.*

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