
VOGEL LAW FIRM PRESENTS
**EMPLOYMENT
LAW 2018**

▲ **DATES, TIMES, AND VENUES**

▲ **Wednesday, May 2**

8:00 am to 4:30 pm

Ramkota Hotel & Conference Center
800 South 3rd Street, Bismarck, ND

▲ **Thursday, May 3**

8:00 am to 4:30 pm

Hilton Garden Inn
4351 17th Avenue South, Fargo, ND



MICHELLE KOMMER

Welcome special guest, **Michelle Kommer**, Commissioner of Labor of the North Dakota Department of Labor and Human Rights. Ms. Kommer will join the panel discussions during the Bismarck and Fargo seminars.

Get a complete update on the most important employment law developments including:

- Employee Handbooks
- Employment and Labor Law Cases
- Managing Attendance in Compliance with ADA, FMLA, Workers' Compensation and State Leave Laws
- Responding to Agency Inquiries and Investigations
- Changes to Employee Benefits Under the Tax Cuts and Jobs Act
- Workforce Compliance (I-9)
- Important Updates from the North Dakota Department of Labor and Human Rights

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▲ SEMINAR AGENDA

Please join us for Vogel Law Firm's 11th Employment Law Seminar: an informative, interactive day filled with updates on new laws, regulatory changes, and recent state and federal court cases of critical importance to area employers! Our expert presenters will cover 2018's hot topic employment law issues and help you better understand the ever changing labor and employment laws and regulations.

TIME	TOPIC
8:00 – 8:30 am	Registration
8:30 – 8:45 am	Welcome
8:45 – 9:45 am	Managing Absences
9:45 – 10:00 am	Break
10:00 – 11:00 am	Power Hour: Audits, I-9s, and the Tax Cuts and Jobs Act
11:00 – 12:00 pm	A Year (or Two) in Review: Labor and Employment Case Law Update
12:00 – 1:00 pm	Lunch (provided)
1:00 – 2:30 pm	Employee Handbooks
2:30 – 2:45 pm	Break
2:45 – 4:15 pm	Panel Discussion and Updates from the North Dakota Department of Labor and Human Rights
4:15 – 4:30 pm	Questions, Drawings, Adjournment

▲ SEMINAR SPEAKERS



LISA EDISON-SMITH

Lisa practices exclusively in all areas of labor and employment law and leads Vogel Law Firm's Employment and Labor Law practice group. She is an MSBA Certified Labor and Employment Law Specialist and provides common sense daily advice on compliance issues, administrative complaints and litigation to area employers.



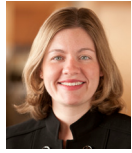
BOB UDLAND

Bob practices in the areas of employment law, mediation, and medical malpractice defense. He is listed in the Best Lawyers in America® in mediation and medical malpractice law – defense. He is also a Great Plains "Super Lawyer." Bob has more than 30 years of legal experience in employment matters.

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SEMINAR SPEAKERS



MICHELLE SCIMECCA

Michelle advises employers nationwide on utilizing U.S. immigration programs to secure essential talent, while also complying with both immigration and employer compliance requirements. She represents a variety of clients, including multinational corporations, health care organizations, and educational institutions.



VANESSA LYSTAD

Vanessa focuses on employment law in our Fargo office, handling administrative complaints, providing advice for North Dakota and Minnesota employers, investigating workplace complaints, and representing employers in employment litigation. Vanessa is also an editor of the North Dakota Employment Law Letter and has been named a "Rising Star" by Super Lawyers Magazine.



SETH THOMPSON

Seth is an attorney in our Bismarck office. He graduated from the University of Minnesota, where he was the Editor-in-Chief of the ABA Journal of Labor & Employment Law. Seth has negotiated more than 20 collective bargaining agreements and handled multiple labor arbitrations.



KRISANN NORBY-JAHNER

KrisAnn practices in the areas of employment law, ERISA litigation and compliance, education law, and general civil litigation. She is a frequent lecturer on a variety of employment law topics for business owners and HR professionals. KrisAnn has been four times named a "Rising Star" by the Super Lawyers Magazine and a Top Female Attorney by the Mpls. St. Paul Magazine.



JANEL FRANK

Janel graduated with distinction from the University of North Dakota School of Law and from Georgetown University Law Center, where she received her LL.M. in tax. Janel practices in the areas of employee benefits and tax controversy and advising. Janel also has expertise in advising non-profits regarding the process of obtaining and maintaining federal tax-exempt status.



JESSE WALSTAD

Jesse is an attorney in our Bismarck office. Prior to joining Vogel, Jesse served as a full time Judge Advocate to the Colorado Army National Guard, where he gained substantial experience in employment and military personnel law.

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**Please register by
Friday, April 20, 2018**

May 2nd, Bismarck
[Click here to register](#)

May 3rd, Fargo
[Click here to register](#)

▲ SEMINAR TITLES and DESCRIPTIONS

Please Excuse This Patient From Work!

With Lisa Edison-Smith

Frustrated with employees who have mounting absences from their own or a family member's illness? You are not alone. Managing attendance in compliance with the ADA, FMLA, workers' compensation, and state leave laws can be extremely difficult and time consuming. This session will focus on practical pointers and updates in handling serious illness, injury, chronic illnesses, and other disability-management issues.

2018 Workforce Compliance (I-9)

With Michelle Scimecca

U.S. Immigration and Customs Enforcement officials pledge a 400% increase in I-9 worksite audits, seeking to target both individuals unauthorized to work and employers who knowingly hire people who are unauthorized to work. Practical pointers will focus on common I-9 completion questions, understanding instances of automatic work authorization extensions, and how to minimize employer exposure.

"I'm from the government, and I'm here to help" – Responding to Agency Inquiries and Investigations

With Seth Thompson

Employers face an alphabet soup of administrative agencies that directly impact their businesses. Receiving a letter or personal visit from an agency representative can be stressful, but properly responding to the agency's questions can be even more stressful. This presentation addresses common issues that arise with agency inquiries and investigations and discusses best practices for responding.

Changes to Employee Benefits under the Tax Cuts and Jobs Act: What You Need to Know

With Janel Frank

This session will discuss how the Tax Cuts and Jobs Act, signed into law on December 22, 2017, affects employee benefits, including changes to the tax treatment of employee fringe benefits such as transportation benefits, qualified moving expenses, entertainment and meal expenses, employee achievement awards, and more.



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▲ SEMINAR TITLES and DESCRIPTIONS

A Year (or Two) in Review: Labor and Employment Case Law Update

With Seth Thompson and Jesse Walstad

Labor and employment law is constantly developing. This joint presentation examines recent changes to the law based on various cases from the state and federal level. This presentation further provides advice on both complying with and utilizing these changes to your advantage going forward.

Employee Handbooks: the Good, the Bad, the Ugly

With Vanessa Lystad and KrisAnn Norby-Jahner

In a time of #MeToo and sexual harassment scandals, employers are racing back to their employee handbooks for policy review. But employers have also been granted some welcome relief in drafting other policies for their employee handbooks with new rulings from the National Labor Relations Board. Join us for a joint presentation to discuss new developments affecting handbooks, what things should (and should not) be in your employee handbook, and how to best implement the policies to avoid a potential claim or lawsuit.

Hot Topics – What’s New at the North Dakota Department of Labor and Human Rights?

A panel discussion with the North Dakota Department of Labor and Human Rights

*With Lisa Edison-Smith
and Michelle Kommer, Commissioner of Labor
Moderated by Bob Udland*

Join us for an interactive, informative update with the North Dakota Department of Labor and Human Rights and a panel of attorneys focused on the newest trends and employment law issues facing area employers. This lively panel discussion is sure to address issues that keep employers up at night!

▲ **REGISTRATION FEES**

\$100 - Per registrant, includes course materials*
\$50 - Course materials only

* Add \$75 per additional registrant from same company

▲ **CREDITS**

Applied for Minnesota and North Dakota CLE.
This program has been submitted to the HR
Certification Institute for review.

▲ **ACCOMMODATION**

If you have a disability and need an
accommodation in order to attend this seminar,
please contact us as soon as possible. Contact
Rebecca Blanshan at Vogel Law Firm,
218 NP Avenue, Fargo, ND 58102 or call
800.677.5024 or 701.237.6983.

▲ **CANCELLATIONS**

Paid registrants who cancel their registration at
least 72 hours before the seminar will receive a
full refund.

Questions?

Call Rebecca Blanshan at Vogel Law Firm at
800.677.5024 or 701.237.6983.

www.vogellaw.com

With offices in Fargo, Bismarck, and Grand
Forks, ND, and Moorhead and Minneapolis, MN.

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