



Employment Law Webinar Series

May 24, June 21, July 19, August 16

Overview

This 4-part webinar series focuses on legal topics pertaining to Employment law, a broad area encompassing all areas of the employer/employee relationship. Employment law includes thousands of federal and state statutes, administrative regulations, and judicial decisions. Several topics will be included in the series.

Although the first session references Iowa specific content, the speaker is aware that there will be non-Iowa attendees and will discuss the topic in that context. All speakers will be aware of what states will be represented on the calls.

May 24, 2022 – Employment Law 101: Back to Basics (IA0524)

This session will discuss the role of the Iowa Civil Rights Commission. Content will focus on employment laws human resources professionals should know. The presenter will summarize recent notable employment law decisions in state and federal courts and walk attendees through examples of employment litigation.

Learning objectives:

- Discuss Iowa's employment laws and corresponding federal employment laws.
- Identify what happens after an employee alleges violations of state or federal employment laws.
- Recognize how employment decisions can lead to employment claims and litigation.

June 21, 2022 – Employment Contract Considerations (IA0621)

This session will cover Stark and antikickback considerations and how to use salary surveys to determine both compensation and contract terminations. Participants will hear what health care employers should and should not include in employment contracts and with whom they should or should not provide a contract.

Learning objectives:

- Describe how to prepare contracts that meet the objectives of both the employer and employee.
- Discuss legally compliant employment contracts.
- Recognize special considerations for terminating certain contracts.
- Understand the rights conferred in employment contracts.

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July 19, 2022 – Employment Terminations: Best Practices and Pitfalls to Avoid (IA0719)

Attendees will hear “the other side” from an attorney who represented employees against employers and will provide insight into the actions and evidence that employees’ attorneys use to argue that employers illegally terminated employees. The session also will cover patient care implications that must be considered when terminating certain health care employees.

Learning Objectives:

- Discuss severance rights and when it makes sense to offer a terminated employee a severance package.
- Identify pitfalls in employee terminations.
- Outline how to avoid mistakes that seem innocent at the time but prove costly.
- Outline how to ensure patient rights and safety are not compromised because of employee termination.

August 16, 2022 – Employee Leave Rights and Workplace Accommodations (IA0816)

State and federal laws require employers to provide employees with leave in certain situations. This session will focus on the most-common types of leave, including the Family Medical Leave Act, the Americans with Disabilities Act and the Uniformed Services Employment and Reemployment Rights Act.

Learning Objectives:

- Recognize how improper handling of employee leave can lead to litigation.
- Understand employers’ rights and obligations when employees ask for leave.
- Understand what types of leave are available to different employees, how employees qualify for leave and employees’ leave rights and obligations.

Faculty

Katie Ervin Carlson represented employees for the first 15 years of her legal career and brings a unique perspective to her management clients. Carlson’s focus is ensuring her clients make employment decisions that are consistent with the law, thereby minimizing the risk of litigation. Because of her extensive experience as a plaintiff’s attorney, she can get ahead of issues that might otherwise be problematic for her clients.

Alissa Smith is a partner in Dorsey and Whitney’s health group and represents health systems, hospitals, pharmacies, long-term care providers, home health agencies, medical practices, and nonprofit and municipal organizations. Smith’s regulatory practice includes interpretation and application of state and federal fraud and abuse laws, Medicare and Medicaid rules, tax exemption and privacy laws, EMTALA laws, licensing matters, employment laws, governmental audits, and open meeting matters. She also helps with corporate and health system governance issues and hospital-provider relations.

Target Audience

This webinar series is designed for health care human resources professionals, attorneys, C-suite and staff who manage employees.

Times

All sessions are from 10:00 a.m. – 11:00 a.m. Central Time.

Tuition

\$200 per individual session per OHA member

\$720 for all sessions per OHA member (must register for all at same time)

\$400 per individual session per non-member

Substitutions and Transfers

Registrants unable to attend may designate an alternate. Report substitutions to Shelly Bush at bush@okoha.com or Mary Winters at winters@okoha.com or (405) 427-9537, prior to the program. Transfers from one OHA educational program to another are not permitted.

Connecting to the Program

After you register for the program(s), you will receive a confirmation notice from OHA. Prior to the program, you will receive login instructions and handouts.

If you have not received a confirmation email 48 hours prior to the program, please email Shelly Bush at bush@okoha.com to confirm your registration has been received.



REGISTRATION FORM

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Online registration is available. Employees of OHA member hospitals may register online with a credit card. Go to www.okoha.com/educationcalendar and click on the meeting title. Email mia@okoha.com if you need a User ID to register online. Our web site is optimized for use with Google Chrome.

Program time: All sessions are from 10:00 a.m. – 11:00 a.m. Central Time.

Please mark the sessions for which you are registering.

- ☐ May 24 (IA0524) - Employment Law 101: Back to Basics
- ☐ June 21 (IA0621) - Employment Contract Considerations
- ☐ July 19 (IA0719) - Employment Terminations: Best Practices and Pitfalls to Avoid
- ☐ August 16 (IA0816) - Employee Leave Rights and Workplace Accommodations

Registration fee: \$200 per individual session per OHA member
\$720 for all sessions per OHA member (must register for all at same time)
\$400 per individual session per non-member

Important Note: Information for accessing each program will be emailed to the following contact person prior to the program date.

Name and Title of Contact Person _____

Organization _____

Mailing Address _____

City, State, Zip _____

Telephone _____ *E-mail _____

Method of Payment

Check in the amount of \$_____ payable to OHERI.

Mail all registrations accompanied by a check to: OHERI, Dept. #96-0298, Oklahoma City, OK 73196-0298

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Signature _____

Return your registration form to OHA. Registrations with credit card payment information included may be faxed to Shelly Bush at 405-424-4507. If you have any questions, please contact Shelly Bush or Mary Winters at bush@okoha.com or winters@okoha.com.

Oklahoma Hospital Association
4000 Lincoln Boulevard, Oklahoma City, OK 73105, 405-427-9537