WOODS & AITKEN L.L.P.

Nebraska Building Chapter

## Employment Law Webinar Series

***Feb. 6, 2013: Hiring & Firing in the Age of Social Media.*** "My employee called me WHAT on Facebook?!?!" "What do you mean that my employees are tweeting during working hours?" "There has been a complaint filed with the NLRB that says my employee handbook violates my employees Section 7 rights. What the heck are those, and how did I violate them with my social media policy?" Employment in the age of social media is a brave new world. The purpose of this webinar is to address the legal issues raised by social media in the context of both job applicants and current and former employees. Erin will also address the Workplace Privacy Act, LB 58, which was introduced in the Nebraska Unicameral in mid-January. If passed, this act would bar employers from requiring current employees and job applicants to provide access their social media accounts.

***Feb. 27, 2013: Davis-Bacon Primer.*** Whether you're new to government contracting or an old pro, Department of Labor audits on Davis-Bacon projects have become more and more common. This webinar will address the basics of Davis-Bacon and questions such as: What wage rate applies when a new wage determination is issued after the bids are turned in? What impact does a Davis-Bacon audit have on other potential audit areas ? What steps can you take to affect the amount of a "prevailing wage"?

***March 6, 2013: ADA & FMLA — Interrelated Laws & Potential Landmines for Employers.*** Issues under the Americans with Disabilities Act and the Family Medical Leave Act will often arise when employees approach their employers with news of a medical issue for themselves or their family. This webinar will address policies and procedures employers should consider to fulfill their obligations under these laws.

***March 27, 2013: Statements that Make Employment Attorneys Cringe (and Smile).*** In an employment discrimination or harassment suit, certain statements will make your attorney cringe while the other side is grinning ear-to-ear. This webinar will identify those statements and address documentation procedures that will help to avoid situations where your words are used against you in a court of law — even if you "didn't mean it the way it sounds."

***April 3, 2013: Termination Issues 101.*** Terminating an employee can be one of the toughest tasks a supervisor has to perform. Whether the employee takes the news professionally or poorly, legal issues are ripe during this time period. The purposes of this webinar will be to address preliminary considerations prior to the termination of any employee, documentation issues specific to terminations, and the use of severance/separation agreements to limit later claims.

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All Webinars:

1:30 p.m. - 2:15 p.m. (CDT)

Cost: $35.00 each

Contact Lindsay Pape to register for any of the webinars (lpape@woodsaitken.com or 402-437-8553)!

If you are a member of **AGC-Nebraska Building Chapter**, the chapter will cover your registration costs. Please contact either Jean or Vicki to register as a benefit of your AGC membership (agcnebuilders@windstream.net or 402-438-0400)!