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Current HR Hot Topics: Financial and Regulatory Pressures

ABA Telephone Briefing

Wednesday, May 14, 2008
2:00 – 3:30 p.m. (EDST)

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Who Should Attend:

*Human Resources
Personnel
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Compliance Personnel
Senior Bank Management
Auditors and Risk
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*This briefing is currently
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During this live, ninety-minute briefing, we will examine the four major challenges currently confronting bank HR professionals:

- Downsizing
- FMLA issues
- Overtime Exemptions
- EEO-1/AAP Compliance

With disruptions to loan activity, some banks are confronting challenges when it comes to staffing, reductions in force, and performance management issues that have not appeared in many years. At the same time, we are witnessing new employment regulation and enforcement activity, which creates additional potential liabilities. In short, 2008 is already turning out to be a very challenging time from a human resource management perspective.

Topics to be Addressed:

- Best practices to design and implement a reduction-in-force
- Legal tools to minimize liabilities resulting from position eliminations
- Using performances as a selection criterion
- Implications of proposed FMLA regulations
- Best practices and tools available to manage FMLA leaves
- Overtime exemptions – the standards four years after release of the new regulations
- Exempt status of lending positions
- Implementations of new ethnic codes for EEO-1 and AAP compliance.

Speakers:

- **Steven S. Greene, Esq.**, Managing Member, *Helms & Greene, LLC*, Atlanta, GA
- **Marian Exall, Esq.**, Vice President, Employment Law Compliance, Inc., Atlanta, GA
- **Cris Naser**, Senior Counsel, Center for Securities, Trust and Investments, American Bankers Association, Washington, DC (*Moderator*)

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