



Reduce Your Liability/Raise Awareness of Your Managers and Supervisors

AALRR WebTrain Management Performance Series

The majority of company liability for any organization starts with the interaction between management and employees. People are often promoted into management positions because they are good at their job, but a new manager may not be well-versed in the challenges of staff supervision, appropriate discipline, or the utilization of a human resources department as a valuable tool—and this lack of management experience can negatively impact your organization.

Management decisions are dangerous if you have to guess what is legal and what is not—and if a situation leads to a lawsuit, they can also be costly. AALRR developed our Human Resources Management Performance Training Series to help address these issues. This dynamic, interactive four-part webinar enables managers and supervisors to build and refine the skills needed to manage people more effectively and understand the legal consequences of their actions.



This four-part series is designed especially for California Supervisors and Managers.

Part 1: Discrimination & Harassment

Tuesday, October 9th, 2018

Part 2: Hiring to Firing & Everything in Between

Tuesday, October 16th, 2018

Part 3: Wage & Hour Compliance

Tuesday, October 23rd, 2018

Part 4: Leaves, Disabilities, & Reasonable Accommodation

Tuesday, October 30th, 2018

Who should attend? This course is designed for new or experienced department managers and supervisors who have no formal human resources training or those looking for a refresher course about current rules, regulations, and legal practices concerning human resources.

Training sessions include: This webinar includes [comprehensive course materials](#), an after session quiz, and a certificate of completion of the series.

Training Fee: Our WebTrain series is available for up to 10 members of your management staff for a flat rate of \$2400 for AALRR clients and \$3800 for non-clients; any additional attendee can be registered for \$100 each. The series is offered multiple times a year, and with your company's registration, we offer a bonus for two members of your staff to attend a future series at no cost.



Session Descriptions:

Part 1: Discrimination & Harassment

Tuesday, October 9th – 10-11:30 am

- Federal | State Protections
- Forms of Discrimination
- Disparate Impact | Disparate Treatment
- Religious Accommodation
- ADEA | ADA | GINA
- Sexual Harassment
- Bullying | Abusive Conduct

Part 2: Hiring to Firing & Everything in Between

Tuesday, October 16th – 10-11:30 am

- Beginning the Employment Relationship
- Documenting Employee Performance
- Proper Performance Evaluations
- Ending the Employment Relationship

Part 3: Wage & Hour Compliance

Tuesday, October 23rd – 10-11:30 am

- Federal | State Law
- Overtime | Minimum Wage
- Exempt | Non-Exempt Classifications
- Wage and Hour Litigation | Class Actions
- Meal and Rest Periods
- Paying for All Hours Worked
- Travel | Training | On-Call Time
- Preparation & Finishing Activities | Off-Site Work

Part 4: Leaves, Disabilities, & Reasonable Accommodation

Tuesday, October 30th – 10-11:30 am

- Federal | State Leave Laws
- Disability Discrimination
- FMLA | CFRA
- Pregnancy Leaves
- Reasonable Accommodation | Interactive Process

To register, or to request specific training for your company on these topics, please contact Brooke Myers at bmyers@aalrr.com or 562.653.3552.