



**Spartanburg
Community College**

&

Sturm & Cont Law Firm

are proud to announce

**Employment Law
Classes
for Spring 2012**

EMPLOYMENT LAW for HR PROFESSIONALS

RECERTIFICATION CREDIT

4.0 (General) hours per class through HRCI



**SPARTANBURG
COMMUNITY COLLEGE**

CORPORATE & COMMUNITY EDUCATION

www.sccsc.edu/cce



In today's litigious workplace environment, being on top of legal issues that directly affect individual employees and your organization is critical to your success as an HR professional. Acquire the information you need to ensure that decisions are made that comply with federal and South Carolina law and legal principles.

IMMIGRATION LAW

This interactive presentation will discuss immigration law related issues facing human resource managers in today's workplace. Topics covered include:

- Federal employment verification requirements
- South Carolina immigration law and procedures to follow during an ICE worksite enforcement effort
- Employment-based visa categories and the issues when hiring and retaining foreign nationals
- Process for sponsoring an employee through the permanent residency process

WAGE AND HOUR LAW AND COMPLIANCE

Human resource professionals will receive an overview of the requirements associated with applicable laws and regulations that impact the compensation of both private and public employees. Compliance strategies and techniques will be discussed along with recent enforcement issues.

- Overview of the Fair Labor Standards Act (FLSA)
- Exemptions and record-keeping under the FLSA
- South Carolina Wage Laws
- Enforcement/defenses/public sector issues

HOW TO MAKE PROPER HIRING, DISCIPLINE AND DISCHARGE DECISIONS

This class will provide human resource professionals an overview of:

- South Carolina and Federal employment laws and regulations
- Proper techniques to make lawful and defensible hiring, discipline and discharge decisions
- Numerous examples reviewed

EMPLOYMENT LAW UPDATE

Learn the latest changes and hot topics affecting employment law today!

CLASS SCHEDULE

■ IMMIGRATION LAW

February 9, 2012

8:30 am – 12:30 pm

■ WAGE AND HOUR LAW AND COMPLIANCE

March 8, 2012

8:30 am – 12:30 pm

■ HOW TO MAKE PROPER HIRING, DISCIPLINE AND DISCHARGE DECISIONS

April 12, 2012

8:30 am – 12:30 pm

■ EMPLOYMENT LAW UPDATE

May 10, 2012

8:30 am – 12:30 pm

RECERTIFICATION CREDIT: 4.0 (General) hours per class through HRCI

TUITION: \$149 per class

(SHRA members receive a discount – call for details)

LOCATION: Spartanburg Community College central campus



"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."



ABOUT THE PRESENTERS:

Sturm & Cont is a Spartanburg law firm whose practice is limited to defending public and private employers in employment, labor, wage and hour, workplace safety and health, immigration and environmental law.

Patrick Cont, a graduate of University of South Carolina School of Law, has been practicing law for over 20 years and has extensive experience representing local, regional and national employers in business immigration law matters, employment and labor law. Mr. Cont has worked with numerous domestic and multinational corporations to secure U.S. work visas and permanent residency for their employees. He frequently advises clients on employment verification issues and conducts I-9 audits.

Kevin Sturm, practicing law for over 25 years, has extensive experience representing local, regional and national employers, as well as public employers, in all aspects of labor and employment law. In his practice, Mr. Sturm deals with both federal and state laws affecting the employer-employee relationship including employment discrimination, sexual harassment, wrongful discharge, wage and hour and workplace safety. Mr. Sturm has been the lead attorney for the South Carolina Municipal Insurance Risk Financing Fund's (SMIRF) Employment and Labor Hotline since 2008.

FOR MORE INFORMATION AND TO REGISTER CONTACT:

■ **Phone:** (864) 592-4406 or toll free (877) 592-4406

■ **Online:** www.sccsc.edu/cce

