

# *Robert Noonan & Associates*

**Tuesday June 14, 2011**

At the Four Points by Sheraton, 275 Research Parkway, Meriden, CT

## **The 2011 Report on Bills and New Laws Affecting Connecticut Employers**

***Including Connecticut's Mandated Sick Day Bill, Background Checks,  
Transgender Discrimination***

**Morning Session: 8:30 A.M. to 11:30 A.M.**

Registration: 8:00 A.M. to 8:30 A.M.

**Speakers:** *Atty. Robert D. Noonan and Atty. Jessica Z. Wragg*

On June 8<sup>th</sup>, the Connecticut General Assembly will conclude a legislative session which introduced important bills affecting Connecticut employers including one that would make Connecticut the first state to require paid sick days (also permitting use for family violence related reasons), one imposing restrictions on criminal background checks, and a bill that would apply prohibitions on employers meeting with employees. In this special program you will get the up-to-the-minute report on what passed, what did not, and implications of new legislation on your workplace practices and policies. We will also give you the latest developments on Health Care Reform.

Among the topics we'll cover are:

- SB 913 "An Act Mandating Employers Provide Paid Sick Leave To Employees"
- SB 984 "An Act Concerning The Use Of Criminal Records For Temporary Employees Offered Permanent Employment By An Employer"
- HB 5462 "An Act Concerning Employers Using Criminal Background Checks Prior To A Conditional Offer Of Employment To The Prospective Employee"
- HB 5460. "An Act Concerning Captive Audience Meetings"
- HB 6167 "An Act Concerning Increasing Penalties For Repeat Violators Of The Personnel Files Act"
- HB 5901 "An Act Prohibiting Discrimination On The Basis Of Gender Identity Or Expression"
- HEALTH CARE REFORM REPORT – The required Uniform Summary Report, W-2 Reporting, Wellness Program Grants, and the First Appeals Challenge: *Liberty University v. Timothy Geithner.*

**Who Should Attend:** Human Resources and Benefit Managers, Office Managers and Plan Administrators

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## **Sexual Harassment Prevention for Managers and Supervisors**

**Afternoon Session: 1:00 P.M. to 3:30 P.M.**

Registration: 12:30 P.M. to 1:00 P.M.

This program is designed meeting Connecticut's requirements for sexual harassment training. In addition, this course will prepare Supervisors and Managers of any size company to understand their role in preventing or correcting the problem of sexual harassment and discrimination. Topics covered include:

- *Common Workplace Patterns that Land Employers in Court*
- *Legal Defenses that Fail: "Boys will be Boys" and "We we're just kidding"*
- *Quid Pro Quo & Hostile Environment - Getting Beyond the Terms*
- *Your Role in Controlling Sexual Harassment in the Workplace*
- *Your Company Policy: What it says and What it means*
- *What Should be Done if an Employee Makes a Claim of Sexual Harassment*
- *The Critical Role of the HR Department*

### **Sexual Harassment Panel**

- **Robert D. Noonan, Esq.** is a recognized leader in Connecticut workplace law. Atty. Noonan represents employers before federal courts, state courts and administrative agencies; and advises employers, insurance agents and insurance carriers on workplace and employee benefits issues. His firm conducts sexual harassment investigations for a wide range of employers, law firms and organizations. He an author on workplace law. He is a graduate of the University of Connecticut School of Law.
- **Jessica Z. Wragg, Esq.** is an attorney with Robert Noonan & Associates and represents primarily employers in civil litigation and administrative agencies. Her prior professional experience includes the U.S. Department of Labor-Employee Benefits Security Administration, the City of Boston, and the Boston Herald. Her professional concentration is workplace law in the private sector. She is a graduate of Suffolk University Law School and Wesleyan University.

\*\*\* See Registration Form on Next Page

## Seminar Registration Form

Register by Fax: 860-349-7011, By Phone: 860-349-7010

Email: [jessenianarvaez@robertnoonan.com](mailto:jessenianarvaez@robertnoonan.com)

**Morning Session: The 2011 Report on Bills and New Laws affecting Connecticut Employers**  
**Afternoon Session: Sexual Harassment Prevention for Managers and Supervisors**

- \$125 morning session; \$95 afternoon session; \$205 for both sessions.
- Return completed form with payment by June 13<sup>th</sup> to:

Robert Noonan & Associates, 6 Way Road, Suite 301, Middlefield, CT 06455

Payment Enclosed     Please Bill Me

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Print Name \_\_\_\_\_ Signature \_\_\_\_\_

Reserve \_\_\_\_\_ Seats  2011 Report on Bills and New Laws

Reserve \_\_\_\_\_ Seats  Sexual Harassment

Reserve \_\_\_\_\_ Seats  Both Sessions

Name and Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Contact Person: \_\_\_\_\_

Email: \_\_\_\_\_

### Directions to the Four Points by Sheraton

From East: Take Interstate 84 West into Hartford, and then take Exit 86 to Interstate 91 South. From I-91 South, take Exit 17 and at the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light. The hotel will be 0.5 miles down on the right.

From West: Take Interstate 84 East to Exit 27, and then take Interstate 691 East. Take Exit 10 and stay in the right-hand lane until you reach the first Exit 67 West, East Main Street and at the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light and the hotel will be 0.5 miles down on the right.

From South: Take Interstate 91 North to Exit 16 and at the end of the exit ramp, turn right. Then turn right at the first light onto Pomeroy Avenue and the hotel will be 0.5 miles down on the right.

From Bradley International Airport (North): Take Interstate 91 South to Exit 17. At the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light. The hotel will be 0.5 miles down on the right.