

Recognizing and Avoiding the Hazards in the Discipline and Termination Process

This seminar is designed to support office, plant and department managers with the authority and responsibility over human capital assets.

This workshop will include:

United States employment laws and their evolution into today's complex workplace

Learning the truth about the employment-at-will doctrine

Hearing an extensive overview of progressive discipline

Gaining suggested language to strengthen documentation and employee accountability

Understanding the termination process in light of both current law and best practice standards

Discussing potential employee challenges

Discovering the non-retaliatory provisions of applicable federal and state laws

This popular seminar is ideal for all supervisors and managers charged with ensuring the bias-free treatment of employees.

TUESDAY, MAY 7, 2013

Reid Campus Center, Ballroom

8:30 am – 12:00 noon



PRESENTER- Jack F. Smalley, SPHR

For the last three decades,

Jack Smalley has

devoted his career to the field of human resources.

His experience includes executive-level management

in a number of

different industries such as oil, chemical, and packaging. Jack serves as Director of HR Learning and Development for Express

Employment Professionals. He provides human resource training and consulting for nearly 600 Express offices and clients in the U.S. and Canada. Jack is a member of the Society of Human Resource Management and holds the designation of Senior Professional in Human Resources (SPHR).



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Refreshments provided

Presenting Sponsors:



RSVP necessary and requested by April 22, 2013 • Cost Per Person is \$35.
Registration Information:

Name: _____ Company: _____

Phone Number: _____ Email address: _____

Please pre-pay with a check to: **BMHRMA and mail to:**
Lisa Whited, Treasurer, PO Box 1890, Walla Walla, WA 99362