

Northern Illinois Society for Human Resource Management (NISHRM)

proudly presents

The February 9, 2012 Luncheon Program

“10 Myths About Employment Law Debunked”

The maze of federal, state, and local laws governing employment relationships has grown so complex that even sophisticated companies often hold crucial misperceptions about their legal obligations to employees. Neil H. Dishman, an employment lawyer with Jackson Lewis LLP, knows what these common myths are, as his business is counseling employers on how to correct them – and defending the employee lawsuits that ensue if they aren’t corrected. In this presentation, Mr. Dishman will share his experiences in addressing the most common mistakes that even large companies make, so that attendees can protect their companies from the same traps. Some of the common myths to be discussed include:

- The misunderstanding of what “at-will employment” means and what little protection it actually provides employers
- The assumption that white-collar, college-educated employees are naturally exempt from FLSA overtime requirements
- The “probationary period” at the beginning of employment: superfluous at best, misleading at worst
- Rationalizations that employers use to excuse themselves from fully addressing complaints of harassment

February 9, 2012 Agenda –

11:30am – Registration & Networking

12:00pm – Luncheon

12:30-1:30pm - Program

NEIL H. DISHMAN is an Associate in the Chicago office of Jackson Lewis LLP, a national law firm representing management exclusively in workplace law and related litigation. Mr. Dishman helps employers reduce risk and minimize legal costs by giving advice on difficult personnel decisions before litigation ensues. He was named to the 2009, 2010, and 2011 annual lists of “Rising Stars” by *Super Lawyers* magazine, a distinction accorded to no more than 2.5% of Illinois lawyers.



Mr. Dishman earned his Bachelor of Arts, *cum laude*, from Hanover College, and his Juris Doctor, *cum laude*, from the University of Michigan Law School. Prior to joining Jackson Lewis, he served as a law clerk to the Honorable Roger B. Cosbey, U.S. Magistrate Judge, U.S. District Court for the Northern District of Indiana.

Please join NISHRM on **Thursday, February 9, 2012** at The Lake Forest Graduate School of Management, 1905 W. Field Court, Lake Forest, IL 60045, Phone: 847.234.5005

Pre-Register by email to: nishrm@comcast.net, subject line: “10 Myths” Members \$30, Non-members \$40 – Save time and pay online using PayPal! Cash and checks will be accepted at the door.

This program has been approved for 1.5 HRCI recertification credits

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