

2024 Annual Spring Human Resources Training Seminar

# Avoid the Pitfalls of HR Mysteries: Convert Challenges into Advantages

Thursday, May 2, 2024 • In-person



**MICHIGAN FEDERATION FOR CHILDREN & FAMILIES**  
620 S. CAPITOL AVENUE, LANSING • ONSITE PARKING

## REGISTRATION INFO

8:30 AM - 9:05 AM Arrival, check in

9:05 AM - 9:15 AM **Welcome, Opening Remarks**

Host/Emcee **Mark Bergsma, BHS Insurance**

9:15 AM - 10:15 AM **Taking a Deep Dive into the DOL's New Rule for  
Categorizing Independent Contractors and Exempt  
Status Guidelines**

Presenter **Attorney James M. Reid, IV, Honigman, LLP**

Recently, the U.S. Department of Labor published its final rule for evaluating independent contractor classifications under the *Fair Labor Standards Act*, replacing its 2021 rule. While the 2021 rule focused primarily on the right to control the worker and the worker's opportunity for profit and loss, the new rule uses six factors to assess the "economic realities" of the relationship in determining whether a worker should be a contractor or an employee. Late last year, the DOL issued a Notice of Proposed Rulemaking that would increase the salary threshold for the "white collar" executive, administrative, and professional exemptions from the FLSA overtime rules. The DOL predicts that more than 3.6 million workers will become eligible for overtime under the proposed rule.

10:15 AM - 10:30 AM Break

10:30 AM - 11:30 AM **Inclusive Benefits for the New Workforce**

Presenter **Gary Abernathy, MarshMcLennan Agency**

According to Glassdoor's 2020 Diversity Hiring Survey, a significant majority of job seekers and employees (76%) believe that having a diverse workforce is crucial when assessing companies and job opportunities. If your organization's benefits package is not seen as inclusive, you may be at risk of losing out on top talent or struggling with employee retention. Inclusive benefits not only play a role in attracting and retaining employees, but they also serve as an important measure for promoting and implementing a proactive Diversity, Equity, and Inclusion strategy.

11:30 AM - 12:30 PM Lunch break • Onsite catering by Panera

12:30 PM - 2:00 PM **Employee Engagement and Team Building**

Presenter **Denise Neuhaus, BHS Insurance**

Incorporating creative and fun employee engagement and team building efforts into your agency culture can pay big dividends as the benefits snowball to boost employee morale, engagement, retention, and productivity. Hear what's working for others and walk away with fresh ideas for your agency!

2:00 PM - 2:15 PM Break

2:15 PM - 3:30 PM **AI and HR: Pitfalls and Precautions**

Presenters **Attorneys Alex Haney and Amanda Empey,  
Bodman, PLC**

Artificial intelligence (AI) is here to stay. As HR professionals, you need to understand AI's uses, benefits, drawbacks, and dangers in order to mitigate risks associated with use of AI in the workplace.

3:30 PM - 4:00 PM **Evaluation, Networking and Wrap-up**

### AUDIENCE:

- CEOs & COOs
- Administrative Coordinators
- HR Directors
- HR Coordinators/Specialists
- Business-Finance Directors
- Staff Training & Development Directors

### COST PER PERSON:

Employee of Federation

Member Agency:

- Early-bird by April 19: \$90
  - After April 19: \$100
- General Admission: \$150

### PAYMENT:

Due by April 26

### REFUND POLICY:

Email [jenny@michfed.org](mailto:jenny@michfed.org) to request a refund no later than April 26. No refunds after April 26, but substitutions can be requested through Jenny.

### KNOW BEFORE YOU GO

will be sent via email on or about April 26.

### QUESTIONS?

Email [jenny@michfed.org](mailto:jenny@michfed.org)

**PAYMENT DUE  
BY APRIL 26**

## Thank you,

Federation Corporate

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