



For Immediate Release

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Southwest Iowa ECI: “State and Federal Child Labor Laws: What’s the Difference?” and “ADA, FMLA & Worker’s Compensation: The Bermuda Triangle Part II”

COUNCIL BLUFFS, IOWA –Two valuable training sessions for businesses will be held on Wednesday April 14th 2010 from 10:00 am to 2:30 pm at the Western Historic Trails Center, 3434 Richard Downing Ave, Council Bluffs. Attend these training sessions to hear from the experts in their fields respond to real life situations affecting your business. All business owners, employers, human resource personnel, recruiters, attorneys, paralegals, business owners & managers are invited to attend.

“State and Federal Child Labor Laws: What’s the Difference When Employing Teenagers?”

With Gail Sheridan-Lucht, IA Child Labor Law Attorney with IA DOL, Des Moines and Richard Tesarek, Assistant District Director, US DOL, Omaha.

Employers who violate Child Labor Laws can be assessed thousands of dollars in penalties and fees. Recent changes to the Iowa child labor laws increases the penalties charged for violations and increases the criminal penalties from simple misdemeanors to serious misdemeanors. School personnel who are “Issuing Officers” are also encouraged to attend to learn about recent changes in completion of the Iowa Child Work Permit. Topics to be discussed at this session include a general overview on:

- State of Iowa Child Labor Laws and Federal Child Labor Laws: what’s the difference?
- Do all employers need to comply with Child Labor laws?
- What hours and occupations can teens ages 14-17 work?
- Iowa Child Labor Work Permits: who needs one, where to get one and how to fill one out?
- What are the penalties for non-compliance?

This is a “hold-harmless” informational session; any and all questions are welcome.

“ADA, FMLA & Work Comp: The Bermuda Triangle Part II--Case Scenarios”

Don’t get lost in the ADA-FMLA-Work Comp Bermuda Triangle! How do the laws work—together, independently or concurrently? With triple the possible penalties and sanctions; it pays to understand all of the ways that these three statutes overlap and to know how to coordinate your policies and practices to satisfy the requirements. This session will follow actual case scenarios and led by these experts:

- ADA: Tamra Madsen, Attorney with Council Bluffs Human Rights Commission
- FMLA: Richard Tesarek, Assistant District Director, US DOL, Omaha
- Workers’ Compensation: Ron Pohlman, Deputy IA Work Comp Commissioner, DM
- Moderator: Barbara Tapscott, Attorney with Iowa Workforce Development, Des Moines

There is no registration fee to attend but pre-registration is required by Friday, April 9th to Carol Morgan, (712) 242.2131 or carol.morgan@iwd.iowa.gov . Seating is limited to 50 attendees.

The Southwest IA Employers’ Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers’ Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employer’s group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan at 712-242-2131 or carol.morgan@iwd.iowa.gov for more information about the Southwest Iowa ECI group.

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