

Live Webinar Unemployment Insurance: Preparing for and Managing 2017-2018 Tax Liabilities

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Course Description:

2017 State Unemployment Insurance notices have recently been received. Often, because of other more important issues, these notices are ignored. Yet, they provide critical information about the organization. In fact, it is one of the early assessment components of HR audits. Understanding the key elements of your unemployment insurance experience can provide your organization with important information about its financial and human resource management decision making process.

While current state UI tax rates are generally lower than they had been during the recession, many employers may still have significant liabilities. But UI tax liabilities are only the most

obvious risk created by employee separations and unemployment insurance claims. Unfortunately, unemployment insurance claims often expose organizations to other potential liabilities: from wage and hour violations for misclassifying independent contractors to providing plaintiffs with discovery opportunities in other employment litigation settings.

Thus, effective management of your organization's unemployment insurance experience can provide you with the opportunity to improve your talent management results, improve your hiring and onboarding processes, enhance your performance management and discipline procedures, and reduce your exposure to discrimination and wrongful discharge claims. Effective UI management allows your organization to use UI metrics to assess human capital risks, measure supervisor and manager performance, more accurately allocate resources, and have a positive impact on the bottom-line.

Course Objective:

Managing federal and state UI related issues can have important financial, managerial, and operational benefits. This webinar provides an update on current and anticipated UI issues, discusses 2017 and 2018 state tax liabilities, assesses the risks and costs associated with UI taxes and benefits, and discusses effective UI tax management and cost control techniques.

Course Discussion Points:

- Discuss key federal-state unemployment insurance issues
- Discuss the strategic issues of employment stabilization and employee separation management
- Learn to identify and assess the risks associated with the federal-state UI program
- Discuss the financial implications of UI liabilities
- Learn how sound HR management practices reduce an organization's exposure to UI liabilities and costs

Who will Benefit:

HR Professionals
Payroll managers
SHRM
IIA
AICPA
Risk Managers
CFOs
Legal counsels

Speaker's BIO:

Ronald Adler is the president-CEO of Laurdan Associates, Inc., a veteran owned human resource management consulting firm specializing in HR audits, employment practices liability risk management, HR metrics and benchmarking, strategic HR-business issues, and unemployment insurance issues. Mr. Adler has more than 41 years of HR consulting experience working with U.S. and international firms, small businesses and non-profits, insurance companies and brokers, and employer organizations.

Mr. Adler is the developer of the Employment-Labor Law Audit™ (ELLA®), the nation's leading HR auditing and employment practices liability risk assessment tool.

Mr. Adler is an adjunct professor at Villanova University's Graduate Program in Human Resources Development and teaches a course on HR auditing. Mr. Adler is also a certified instructor for the CPCU Society and has conducted courses on employment practices liabilities.

Mr. Adler has assisted Congress and state legislatures develop employment and UI related legislation and has testified before the U.S. Senate Finance Committee on unemployment insurance and the U.S. Senate H.E.L.P. Committee on genetic discrimination in the workplace.

Mr. Adler has also served as an expert witness in discrimination and negligent hiring cases.

Mr. Adler is a member of the Institute of Internal Auditors. Mr. Adler is also a member of the Society for Human Resource Management (SHRM), has served as a subject matter expert to SHRM on HR metrics and as a consulting expert on workplace issues, and has represented SHRM in meetings with the EEOC.

Mr. Adler has a B.S. degree in finance from the University of Maryland and an M.B.A. from the University of Southern Illinois