

# WHAT YOU DON'T KNOW COULD HURT YOU

## U.S. Employment Law Compliance: Today's Reality

# ENGAGE

**The world has changed over the past five years.** Employment law claims have gotten very scary and settlements have gotten very expensive. Since human resource management and compliance with a variety of state and federal labor regulations are not taught in the typical dental school curriculum, doctors often find themselves in court regarding employment issues. Such lawsuits can be emotionally draining and financially devastating.

Dealing wisely and effectively with complex employment issues can be particularly challenging and personnel issues are a major source of stress for most practitioners. This can come in various forms such as: employee pay, benefits (vacation, sick, medical, retirement, etc.) leaves of absence, pregnancy, hiring, and termination, to name a few.

### Course Objectives:

- Determine degree of potential exposure and liability
- Minimize exposure to potentially costly lawsuits and complaints
- Insure compliance with State and Federal employment regulations
- Prevent misunderstandings-create a positive and productive work environment
- Define rights and responsibilities of employer and employees
- Improve morale and job performance
- Hire the right people
- Reduce costly staff turnover

This presentation delves deeply into how to easily apply proven professional personnel management techniques to some of the many common personnel problems to help take the risk out of being an employer and insure employment law compliance. Each participant will be provided with a presentation handout along with supporting resource material.

### PRESENTED BY: GINNY HEGARTY, SPHR

With over 25 years of experience, certification as a Senior Professional in Human Resources (SPHR) and an extensive background as a speaker, writer and consultant, Ginny Hegarty, owner and President of Dental Practice Development, Inc. is recognized as a leader in the dental community. Ginny is best known as a turnaround expert specializing in practice renewal as she leads new teams or teams that have plateaued to rediscover and build on their strengths. Clients describe Ginny as **“a master communicator and motivator”**, “a management strategist with a keen eye for analyzing practice data and identifying where your purpose and focus must be” and **“a caring, personable, upbeat motivator.”**

Ginny is a visiting faculty member and featured speaker at The Las Vegas Institute for Advanced Dental Studies (LVI). She has authored the Practically Speaking Column in Dental Products/Practice Report for the past seven years and been published in Dental Economics and other trade journals. Ginny also lectures at the Kornberg School of Dentistry at Temple University in Philadelphia as part of the Practice Management Program, and is the President-Elect of the Academy of Dental Management Consultants.

**Ginny's breadth of experience, passion, and pragmatism get her audiences thinking, learning and leading as she offers real-world, practical solutions to the challenges they face.**