

# WINTER 2024 HUMAN RESOURCES SURVIVAL GUIDE



**DECEMBER 3, 2024**

**CBAI Headquarters  
Springfield, IL**



State and federal employment laws continue to evolve and 2024 was a busy year for Illinois lawmakers. This lively seminar will include discussion of a plethora of new Illinois employment laws, recent state and federal developments impacting employee rights, and key Illinois workplace law reminders. At the conclusion of the interactive one-day program, participants will enjoy an updated working knowledge of legal obligations and considerations in an ever-changing landscape and will leave with strategic HR tools to satisfy the Community Banker's evolving obligations to its employees.

## Key Topics

- Tips and tricks after a year of the Illinois Paid Leave for All Workers Act;
- Amendments to the Illinois Human Rights Act, including an expanded statute of limitations, additional protected classes, and protections for "family responsibilities";
- New limitations on use of AI in employment decisions;
- Amendments to the Illinois Personnel Record Review Act; the Illinois Equal Pay Act; and the Illinois Workers Freedom of Speech Act;
- BIPA compliance and updates;
- Changes to the exempt employee thresholds;
- Implementation of VESSA;
- Pay transparency; and
- Key case law developments and cases to watch.



## Who Should Attend?

Any and all human resource officers to bank president/CEOs would benefit from this one-day update.

## Agenda

Registration begins at 8:30 a.m. The seminar runs from 9 a.m. to approximately 4 p.m.

Continental breakfast and lunch provided.

## Date & Location

**December 3, 2024**

SHAZAM Education Center  
CBAI Headquarters  
901 Community Drive  
Springfield, IL 62703  
800.736.2224



# Meet Your Instructors

**Emily E. Bennett is a litigator and employment attorney in the Chicago office of Howard & Howard Attorneys PLLC.** She regularly counsels clients on day-to-day employment decisions and practices. Bennett earned her undergraduate degree from Washington University in St. Louis, her Master of Education from National Louis University, Chicago, and her law degree from Benjamin N. Cardozo School of Law, New York City. Before joining the firm, she worked as a judicial law clerk for the Honorable Morton Denlow, United States Magistrate Judge for the Northern District of Illinois (ret). Bennett has been recognized as a Rising Star by “Illinois Super Lawyers” and as an Emerging Lawyer by “Illinois Leading Lawyers.”

**Michael D. Gifford has practiced labor and employment law and litigation in central Illinois for over 30 years.** Gifford received his J.D., cum laude, from Southern Illinois University School of Law, Carbondale, in December 1980, where he was a Law Review editor and also served as a special investigator for the Illinois Attorney General's Office. Gifford regularly advises and represents clients on a wide variety of employment issues, including, hiring, testing, record keeping, discipline and discharge, discrimination, retaliation, collective bargaining and wage and hour matters. He also advises and consults on matters involving discovery, production and retention of electronically stored information, commonly called eDiscovery. Gifford is a member of the 7th Circuit EDiscovery Pilot Program Committee and chair of the Membership Subcommittee. Gifford is admitted to practice and has represented clients on employment matters before all of Illinois' courts. He also regularly represents clients before the Illinois Human Rights Commission, Illinois Department of Human Rights, Equal Employment Opportunity Commission, U.S. Department of Labor; National Labor Relations Board, Illinois Department of Labor; Illinois Department of Transportation, and the Illinois Department of Employment Security.

## Registration Fees & Information

### CBAI MEMBER

First Registration..... \$285  
Each Additional Person..... \$265

### \*PROSPECTIVE-MEMBER

First Registration..... \$485  
Each Additional Person..... \$465

*CDD members receive a 10% discount. \*Only financial institutions/firms eligible for CBAI membership.*

### CANCELLATION POLICY

Registrants cancelling two days prior to each seminar receive a 100% refund; one day prior, 50%; the day of the seminar, no refund. *All cancellations must be made in writing prior to the seminar day. Invoices and training materials will be sent to all “no shows.”* Fees include handout materials, breakfast, lunch and refreshment breaks. An income-tax deduction may be allowed for educational expenses undertaken to maintain or improve professional skills.

### TRAINING MATERIALS

Prior to the seminar, you will be emailed a link containing handout materials, seminar certificate, evaluation form and seminar attendee list. Please print and bring materials with you or download them on your own device to access during the program. CBAI will provide power cords in several designated locations to charge devices. *(NOTE: If you have NOT received the link one day prior to the seminar, please email Melinda McClelland at melindam@cbaicom or call 800.736.2224)*

### CONTINUING EDUCATION

CBAI is a registered Public Accounting Continuing Professional Education (CPE) provider by the Illinois Department of Financial and Professional Regulation. If you have earned an ICBA Certification, CPE credit earned through your state banking association may be submitted for CPE purposes. Please note, approval is subject to review and must satisfy the respective certification requirements.

# Registration Form

## Winter 2024 Human Resources Survival Guide

December 3, 2024

CBAI Headquarters, Springfield, IL

Bank Name \_\_\_\_\_ Telephone # \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

First Registrant Name \_\_\_\_\_

First Registrant E-Mail \_\_\_\_\_ Title \_\_\_\_\_

Additional Registrant Name \_\_\_\_\_

Additional Registrant E-Mail \_\_\_\_\_ Title \_\_\_\_\_

I have special needs, please contact me before the seminar.

Please select your payment method:  Check Enclosed  Check in Mail  Pay at Door  Credit Card\*

*\*If you are paying by credit card, please fill out the following information. (Visa, MasterCard & Discover accepted.)*

Name as it Reads on Card \_\_\_\_\_

Billing Address of Card \_\_\_\_\_

Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_ Security Code \_\_\_\_\_

## For More Information

DEPARTMENT OF EDUCATION & SPECIAL EVENTS

Tracy McQuinn, Senior Vice President

Melinda McClelland, Vice President

Jennifer Nika, Vice President

Tina Wilder, Administrative Assistant



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901 Community Drive, Springfield, IL 62703



800.736.2224 or 217.529.2265



217.585.8738



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