



Hot Topics in Employment Law for Family Business **Amy Robinson – Jordan Ramis PC**

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Background

The myriad of employment laws that may impact your family enterprise are becoming more and more specific and increasingly difficult to comply with if your knowledge is not current. The added dynamic of being a family-owned business can add additional layers of confusion when it comes to compliance. For example, should family members working in the business be treated differently from non-family employees when it comes to the Oregon Family Leave Act?

There are several important changes headed to Oregon in 2016 and this session is designed to give you critical updates you need to know before the end of the year, including:

- How the proposed changes to the overtime exemptions rules may impact your family business
- Mandatory family leave in the family business: legal requirements and considerations
- Compliance tips to help you stay on the right side of Oregon's employment laws

More Information

Technical Assistance for Employers, Oregon Bureau of Labor and Industry,
<http://www.oregon.gov/boli/ta/pages/index.aspx>

Human Resources in the Family Business: Maximizing the Power of Your People (2015), David Ransburg & Wendy Sage-Hayward, Palgrave Macmillan (New release, available on November 17, 2015)

The Legacy Family: The Definitive Guide to Creating a Successful Multigenerational Family (2009) Hausner, L. and Freeman, D.K. New York, Palgrave MacMillan.

Oregon Adopts Mandatory Paid Sick Leave (2015), Amy Robinson, Jordan Ramis PC
<http://jordanramis.com/resources/articles/oregon-adopts-mandatory-paid-sick-leave/view/>

Legislative Alert: New Overtime Rules Proposed (2015), Amy Robinson, Jordan Ramis PC
<http://jordanramis.com/resources/articles/legislative-alert--new-overtime-rules-proposed/view/>

Austin Family Business Program Resources

Advisor Search listing of experienced family business professionals:
<http://business.oregonstate.edu/familybusinessonline/advisor-search>

Social Media

Facebook at: <https://www.facebook.com/familybusinessonline>

LinkedIn at: <http://www.linkedin.com/groups/Austin-Family-Business-Program-5188170>

Audio Podcasts: <http://business.oregonstate.edu/familybusinessonline/podcasts>

Presenter: Amy Robinson SPHR, SHRM-SCP – Shareholder, Jordan Ramis PC

Amy Robinson focuses her legal practice on employment and business law, offering deep experience in a full range of employment issues that include disability and accommodation, employee complaints and grievances, wage and hour issues, employee leaves, employee counseling and discipline, and discrimination and harassment. Amy has represented employers in judicial and administrative proceedings and has conducted external/third party investigations. Amy also serves as general counsel to her clients on a range of business and employment matters, including corporate governance, negotiations and drafting of purchase and sale agreements, and corporate reorganizations.

Prior to her legal career, Amy worked as a human resources professional for a variety of employers. As a result, she has a unique perspective on the challenges HR leaders face. Amy regularly speaks and provides training for HR professionals, managers, employees, and professional organizations on a variety of employment and human resources topics. Amy is also a skilled litigator and defense attorney with experience in areas such as discrimination and harassment claims, wage and hour discrepancy cases, employment leave and FMLA defense, and wrongful termination litigation.