

## News & Events

### Materials from Winthrop & Weinstine's Employment Law Seminar Held on Nov. 4

Winthrop & Weinstine, P.A.'s annual Employment Law Seminar was held on November 4, 2010, at Windows on Minnesota. Attendees learned about complying with I-9 forms, how to get performance reviews right, how to avoid new traps and old pitfalls in the workplace, and issues with healthcare reform for employers. Special guest The Honorable Judge Lloyd Zimmerman gave his perspectives on judges and juries.

Click on any of the links below to download materials from the seminar.

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#### **More Than Just a Form: I-9 Compliance Tips for Every Employer**

*Megan M. Ruwe*

Megan discussed how to properly complete I-9 forms for employees. Megan's presentation included understanding the I-9 form, common form mistakes and how to correct them, and best practices.

#### **A note about I-9 Forms:**

Several attendees asked us during the networking portion of the event whether employers must re-verify passports and drivers' licenses on the Form I-9. Because so many of you have that same question, we would like to address the topic. U.S. Passports and drivers' licenses do not have to be re-verified if they expire while an employee is working for your company. However, as a reminder, all documents must be valid at the time the Form I-9 is completed.

#### **Performance Reviews: How to Get it Right**

*Laura A. Pfeiffer & Justice Ericson Lindell*

Laura presented the top 10 mistakes employers make in performance reviews, and gave practice pointers. Justice joined Laura on stage for role-playing in some performance review scenarios.

- Laura discusses the top 10 performance review mistakes in-depth.

#### **Top 10 Workplace Issues: How to Avoid New Traps & Old Pitfalls**

*Mark A. Pihart*

Mark discussed the top 10 workplace issues for employers, including the new Minnesota voting leave law, social media, texting while driving, and workplace bullying.

- Mark further discusses the top 10 workplace issues.

#### **Healthcare Reform: The Top 10 Issues for Employers**

*Thomas A. Walker*

Tom presented on the top 10 issues regarding the healthcare reform, including grandfathered plans, small employer tax credits, retiree medical reimbursement, and nondiscrimination requirements.

- Tom's extended healthcare reform outline gives relevant links to model notices.

## Employment Litigation Truths from the Secret Inner Life of Judges & Juries

*The Honorable Judge Lloyd Zimmerman*

Click on the link to read Judge Lloyd Zimmerman's "The Lovable Litigator," courtesy of *The Hennepin Lawyer*.

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**Professionals**

**Practice Areas**

Justice Ericson Lindell

Laura A. Pfeiffer

Mark A. Pihart

Megan M. Ruwe

Thomas A. Walker

Employment Law

Employment Counseling

Employment Law Litigation

Employee Benefits