

*Webinar on*

# **The Do's And Don'ts Of Terminating Older Workers**

# Areas Covered

*Since many people acquire disabilities through the aging process we will discuss the Americans with Disabilities Act and its Amendment*

*We will discuss in detail the Older Workers Benefit Protection Act and the effect it has on the termination process*

*Because the economy causes many companies to layoff or terminates large groups of people we will discuss the Worker Adjustment and Retraining Notification Act and the provisions it has that protect older workers*

*We will discuss notification requirements employers have in dealing with Medicare and Social Security*

*Lastly, we will discuss some of the trends and issues of dealing with older workers. Alternative workplace arrangements and solutions will be discussed*

In this webinar attendees will learn better able to handle the challenges of having and terminating their older workers.

**PRESENTED BY:**

*Michael D. Haberman is Vice-President and co-founder of Omega HR Solutions, Inc., a consulting and services company offering complete human resources solutions. Mike brings over 30 years of experience in dealing with the challenges of Human Resources in the 21st century. He has a BA in Psychology from the University of California.*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

# Webinar Description

When the calendar turned to January 1, 2011, the first wave of “baby boomers” turned 65 years old. This is normal retirement age. Today due to the nature of the economy they are not retiring. More and more want or need to stay in the workforce. Ten thousand baby boomers will turn age 65 every day for the next 17 years. Even with the desire to stay at work so strong, baby boomers are exiting the workforce in large numbers. Layoffs, changing technologies and workplace biases have a larger effect on this group than any other. Existing legislation in the U.S. provides workers over the age of 40 protections from workplace biases. Failure to do so exposes companies to age-based lawsuits. Another piece of legislation requires employers to inform employees of statistics involved with layoffs which also opens the door for aged based lawsuits. So terminating baby boomer employees, if done incorrectly, can be an expensive learning experience.



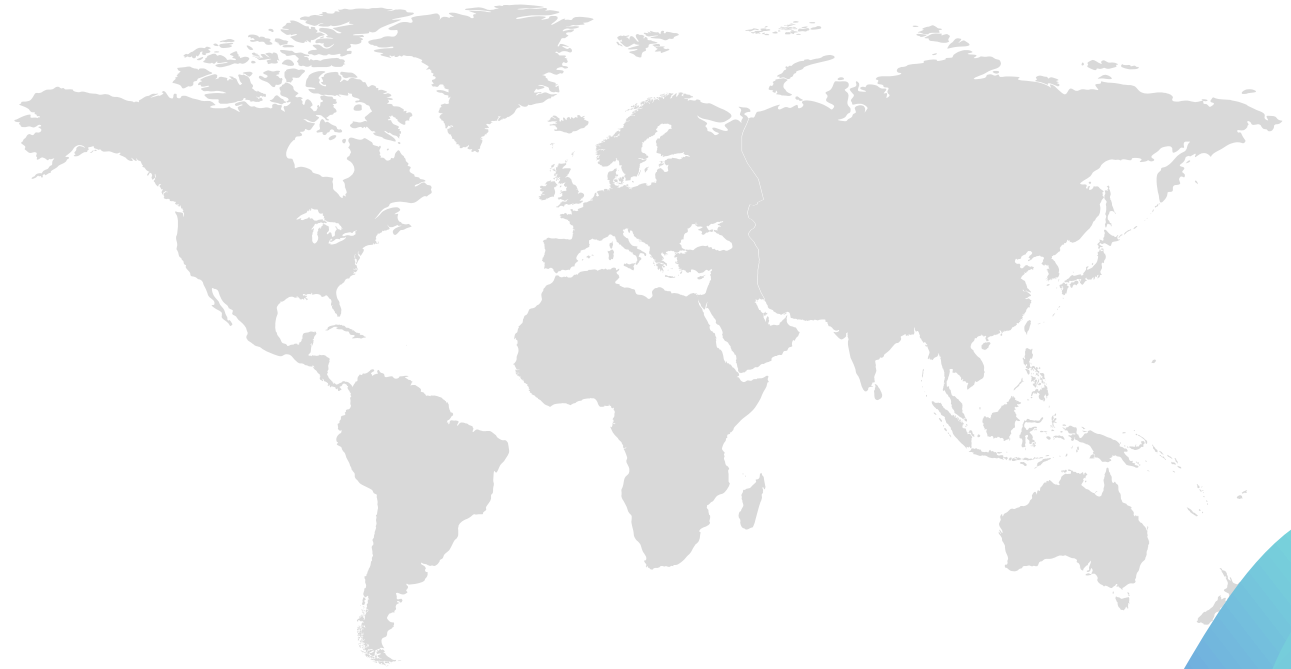
# Who Should Attend ?

*Vice Presidents of Human Resources*

*Human Resources Managers*

*Business Owners*

*Company Managers*



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**740 870 0321**