HR Law Fundamentals

for the questions managers bring you

A manager wants to let go of someone who complained last week. An employee asks for time off and mentions a medical condition in the same email. This program works through the law behind those decisions: discrimination and retaliation, ADA and FMLA, wage and hour, documentation, discipline and termination.

Taught by practicing employment attorneys, on realistic cases, with HR peers from other employers.

DATES	TIME	FORMAT	CREDIT
Mar. 23 to 26, 2027 Tuesday to Friday	11:00 AM to 2:45 PM Eastern Each day	Live online 4 half-days on Zoom	13 SHRM and HRCI recertification credits

Tuition

$1,375 per seat

Bring a colleague and both seats drop to $1,150.

- Every seat after the second is $1,150 too
- Pay by card, invoice or purchase order
- Certificate of completion and 13 SHRM and HRCI recertification credits

Who it's for

- HR generalists and HR managers
- HR business partners
- Employee Relations staff
- Managers taking on HR responsibility
- Anyone new to HR who fields employment law questions

Useful for people new to HR and for experienced HR professionals who want the legal foundation in one place.

Since 1979	80,000+	Practicing attorneys
TRAINING HR PROFESSIONALS	IAML ALUMNI	WHO TEACH HR



Taught by practicing employment attorneys.

John Wymer, Wayne Williams, Brenda Heinicke and Kadale Lubin teach HR Law Fundamentals.

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What the 4 half-days cover

The employment law behind the questions HR answers every week, practiced on realistic cases.

01	**Discrimination, harassment, and retaliation**	Protected characteristics, harassment that happens online or off site, religious accommodation, and why timing matters after a complaint.
02	**ADA, FMLA, and accommodations**	The interactive process and what to write down, essential functions, mental health and hybrid work requests, and leave that overlaps.
03	**Hiring, pay, and classification**	Job-related selection, salary history and pay transparency, AI screening tools, remote work pay, breaks, and exempt or contractor status.
04	**Performance, documentation, and discipline**	Evaluations that match the facts, behavior-based comments, manager notes and messages, and corrective action applied the same way.
05	**Termination, safety, and investigation basics**	A review before any termination, references and severance questions, threats and safety, leave misuse, and when a complaint needs an investigation.

How live online works

Live on Zoom, 4 half-days

Tuesday to Friday, 11:00 AM to 2:45 PM Eastern each day.

Practicing employment attorneys

Practicing employment attorneys who teach HR, not academics.

HR peers from other employers

Discussion with HR professionals from other employers, on the same questions you field.

Realistic cases

You work through realistic cases, the way the questions reach HR.

IF SOMETHING COMES UP

Miss a half-day? You get the on-demand version of that part.

WHEN YOU FINISH

Certificate and credits

Every program carries a certificate of completion and 13 SHRM and HRCI recertification credits, live online or on demand.

Taught by the attorneys employers call when these decisions go wrong.

They have handled the cases HR is trying to avoid, so they teach how those cases unfold, not just what the law says.



John Wymer

Partner
Thompson Hine LLP

- Has represented employers in discrimination, wage and hour, labor negotiation and ERISA disputes
- Has appeared before federal courts, the NLRB, the EEOC and the Department of Labor



Wayne Williams

Founder
Law Offices of Wayne Williams

- IAML faculty for over 20 years
- Former University of Colorado professor



Brenda Heinicke

Head of Global Employment Law
Terumo Blood & Cell Technologies

- IAML faculty for over 15 years
- Has represented employers on discrimination, wage and hour compliance, workplace privacy and wrongful termination disputes



Kadale Lubin

Managing Associate
Thompson Hine LLP

- Best Lawyers: Ones to Watch, 2025 to 2027
- Represents employers in discrimination, harassment and retaliation claims

What participants say

"Thank you for the insight and facilitated discussions. It was beneficial to hear about actual cases and learn how other HR professionals solve problems."

Olivia Gunter
Human Resources Analyst, Hillenbrand, Inc.

"The instructors were very knowledgeable. It was a great seminar. I have been in HR for 12 years and still learned a lot!"

Krissy Houston
Sr. Human Resources Representative, Newmont

"This seminar is fantastic for both novice and seasoned HR folks. I would strongly recommend that this program be mandatory for non-HR employees as well. General supervisors and managers will see a huge benefit in understanding human resources."

Christopher Lopez
Project Manager, Labor Relations, Southern California Edison

Who sends people to IAML

AutoZone
Boeing
Cedars-Sinai
ChristianaCare
Comcast
Darden Restaurants
Dow
Federal Reserve Bank of Dallas
FedEx
GSK
Honeywell
Intermountain Health
JM Family Enterprises
JPMorganChase
Kimberly-Clark
L3Harris
Liberty Mutual
Los Alamos National Laboratory
Mayo Clinic
Newmont
Nordstrom
Procter & Gamble
Sandia National Laboratories
Shaw Industries
Southern California Edison
State Farm
The Home Depot
TJX Companies
UPS
Vanguard

A partial list of organizations that have sent people to IAML programs. IAML has trained 80,000+ HR professionals since 1979, with practicing attorneys, not professional trainers.

What your approver will ask

Everything a manager or budget owner needs to say yes, on one page.

☐	WHEN	Mar. 23 to 26, 2027, Tuesday to Friday, 11:00 AM to 2:45 PM Eastern
☐	FORMAT	Live online, 4 half-days on Zoom
☐	CREDITS	13 SHRM and HRCI recertification credits, plus a certificate of completion
☐	COST	$1,375 a seat. Bring a colleague and both seats drop to $1,150.
☐	PAYING	Invoice or purchase order accepted. Card works too.
☐	CHANGES	Full refund up to 14 days before the program starts. Transfer to a later date at any time.

The details behind each answer

Every live date runs, guaranteed

Put Mar. 23 to 26 on the calendar now. Miss a half-day? You get the on-demand version of that part.

Invoice or purchase order

Your company can pay by invoice or purchase order. Invoices are payable up to 60 days out. Choose Request invoice at checkout and add your PO number.

Bring a colleague

Bring a colleague and both seats drop to $1,150. Every seat after that is $1,150 too. If a colleague registers after you have paid, IAML refunds the difference on your seat.

Refunds and transfers

Full refund if you cancel up to 14 days before the program starts. Transfer to a later date at any time.

REGISTER ONLINE

www.iaml.com/programs/hr-law-fundamentals

Choose the number of seats at checkout, or ask for an invoice there.

OR CALL

(949) 760-1700

Group planning, invoice routing, or questions about the program.

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