

Robert Noonan & Associates

Tuesday, March 9, 2010

At the Four Points by Sheraton, 275 Research Parkway, Meriden, CT

COBRA & State Continuation Law: Rights, Responsibilities and Mistakes

Morning Session: 8:30 A.M. to 11:30 A.M.

Registration: 8:00 A.M. to 8:30 A.M.

Speakers: Atty. Robert D. Noonan and Atty. Jessica Z. Wragg

In this highly informative session, we'll review the mistakes that have resulted in legal problems for employers and the steps employers should take to avoid them. We'll begin with a review of the important differences between state continuation law and COBRA, when employers must conform to both, and the basics of notices, deadlines, payments and problems.

Topics:

- *A Brief Update on Health Care Reform*
- *Avoiding COBRA Lawsuits: Why Employers Are Sued and Why Employers Lose*
- *Connecticut Continuation Law and the "Over 62 Extension"*
- *Triggering Events and Loss of Coverage*
- *Types of Coverage & What Must be Offered:: Medical, Dental, Vision, HRA's, HSA's*
- *COBRA Notices (and State Continuation Notices) and Election Forms*
- *Special COBRA Problems: Failure to Pay, FMLA and Workers' Compensation*

Who Should Attend: HR Administrators, Office Managers and Insurance Professionals
Insurance Professionals: 3 LR&E (Application Submitted/ Approval Pending)

Sexual Harassment Prevention for Managers and Supervisors

Afternoon Session: 1:00 P.M. to 3:30 P.M.

Registration: 12:30 P.M. to 1:00 P.M.

This program is designed meeting Connecticut's requirements for sexual harassment training. In addition, this course will prepare Supervisors and Managers of any size company to understand their role in preventing or correcting the problem of sexual harassment and discrimination. Topics covered include:

- *Common Workplace Patterns that Land Employers in Court*
- *Legal Defenses that Fail: "Boys will be Boys" and "We we're just kidding"*
- *Quid Pro Quo & Hostile Environment - Getting Beyond the Terms*
- *Your Role in Controlling Sexual Harassment in the Workplace*
- *Your Company Policy: What it says and What it means*
- *What Should be Done if an Employee Makes a Claim of Sexual Harassment*
- *The Critical Role of the HR Department*

Seminar Registration Form

Register by Fax: 860-349-7011, By Phone: 860-349-7010

Email: jessenianarvaez@robertnoonan.com

Morning Session: COBRA & State Continuation Law: Rights, Responsibilities and Mistakes

3 CEU's (Application Submitted/Approval Pending)

Afternoon Session: Sexual Harassment Prevention for Managers and Supervisors

- \$125 morning session; \$95 afternoon session; \$205 for both sessions.
- Return completed form with payment by March 8th to:

Robert Noonan & Associates, 6 Way Road, Suite 301, Middlefield, CT 06455

Payment Enclosed Please Bill Me

Please Bill My: Visa Master Card AMEX Discover

Card Number _____ Exp. Date _____ 3 or 4 Digit Security Code _____

Billing Address & Zip Code _____

Print Name _____ Signature _____

Reserve _____ Seats COBRA & State Continuation Law

Reserve _____ Seats Sexual Harassment

Reserve _____ Seats Both Sessions

Name and Title: _____

Company: _____

Address: _____

Telephone: _____ Contact Person: _____

Email: _____

Directions to the Four Points by Sheraton

From East: Take Interstate 84 West into Hartford, and then take Exit 86 to Interstate 91 South. From I-91 South, take Exit 17 and at the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light. The hotel will be 0.5 miles down on the right.

From West: Take Interstate 84 East to Exit 27, and then take Interstate 691 East. Take Exit 10 and stay in the right-hand lane until you reach the first Exit 67 West, East Main Street and at the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light and the hotel will be 0.5 miles down on the right.

From South: Take Interstate 91 North to Exit 16 and at the end of the exit ramp, turn right. Then turn right at the first light onto Pomeroy Avenue and the hotel will be 0.5 miles down on the right.

From Bradley International Airport (North): Take Interstate 91 South to Exit 17. At the end of the exit ramp, turn left at the light. From there, turn right onto Pomeroy Avenue at the second light. The hotel will be 0.5 miles down on the right.