



THE ZINSER LAW FIRM
A Professional Corporation

LEGAL PRIMER 1.0 FOR CIRCULATION MANAGEMENT

On Thursday, June 29, 2017, ONMA will sponsor a training program titled "Super Heroes of Home Delivery (and More)" from 9:00 a.m. to 3:30 p.m. at the *Columbia Dispatch*, located at 5300 Crosswind Drive, Columbus, OH 43228. As part of that program, from 9:00 a.m. until noon, Michael Zinser will present a session titled "Legal Primer 1.0 for Circulation Management."

Informed by his extensive background handling independent contractor and labor relations issues particular to newspapers, Michael will address the following subjects and more:

- The importance of the written Independent Contractor Agreement;
- The contracting process;
- Mistakes to avoid in the contract administration process;
- The National Labor Relations Board's war on independent contractor status and its long-awaited Joint Employer decision; and
- The U.S. Department of Labor's recent memo attacking independent contractor status under the Federal Wage and Hour Law.

Michael will also cross-examine a District Manager on factors of independent contractor status, in the context of how the issues are addressed in administrative hearings at the state and federal levels. To learn more, please visit www.independentcontractor.law and www.newspaperlabor.law.

After a catered lunch, additional topics will be covered: managing multiple publication delivery; best practices round tables (based on what YOU say are your biggest challenges); your part in single copy distribution; and lastly, finding your Super Power and how important YOU are on your circulation team.

The cost is \$49 for ONMA members and \$75 for non-members. However, member pricing will be extended to members of other state newspaper and press associations. To register for the training session, please go to the "Events" tab at www.ohionews.org.



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414 Union Street, Suite 1200, Nashville, TN 37219 | 615.244.9700 | www.zinserlaw.com