

2015 Washington State Employment Law & HR Conference

March 26 - 27, 2015 | Meydenbauer Convention Center
wastatecouncil.shrm.org



Leading.

Advocating.

Impacting.

WA State Employment Law & Legislation.



Washington State
Human Resources Council

AFFILIATE OF

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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Employment Law & HR Conference

The **Washington State Employment Law & HR Conference** is where human resource professionals and business leaders come to learn about important Washington State and Federal legislation & employment issues that will be impacting their business in the future. For 16 years, attendees from across Washington have gathered to learn and to discuss critical issues of concern for Washington employment & business. In these challenging times of economic volatility in Washington, **Washington State HR Council** is dedicated to bringing the state's HR and business professionals the most comprehensive and current content available from expert sources.

Our Conference brings acclaimed employment law attorneys, national speakers and SHRM experts to the podium delivering powerful and impactful presentations on ever changing employment laws and legislative issues, as well as the role of HR practitioners and business leaders in these unique times.

This Conference also provides various events and workshops for attendees to meet with speakers and network with peers in a social environment.

Topics Include:

- Expert analysis of pending legislation
- Agency actions taking effect
- Recent court decisions
- Application of Washington State employment laws and current trends
- Human Resource best practices and more



Washington State HR Council

The **Washington State Human Resources Council** is the official Washington State affiliate of the **Society for Human Resource Management**, the world's largest association devoted to human resource management.

The Washington State HR Council offers HR professionals the opportunity to network with peers, find a wealth of information on chapter development and retention, learn from local and national speakers, gain volunteer leadership experience and recognition, and much more.

There are 17 SHRM affiliated chapters in Washington, and the **Washington State Human Resources Council** is dedicated to developing value-added services to meet the needs of chapter members, to sustain the level of engagement from its members, and to provide a united HR voice in Washington State.



All Early Bird registrants will be entered to win a **Complimentary Registration** for the **SHRM 2015 Annual Conference & Exposition** in **Las Vegas, NV** (a \$1,280 value).

HR Recertification Credits

EARN UPTO 10 RECERTIFICATION CREDITS!



In an effort to provide **Washington State SHRM Members** with content that delivers professional development and continued support of excellence in Human Resources; each of the sessions for this conference (including the preconference webinar) will qualify for both HRCI and **SHRM CP/SCP** recertification credits.



Preconference

Preconference Webinar

Tuesday, March 24, 2015 | 12:00pm – 1:30pm *(will also be recorded for later viewing)*

Topic: **OFCCP Regulatory Update**

Recertification Credit: **1.5 HRCI** recertification credit approved
1.5 SHRM CP/SCP recertification credit approved



Objective: In the span of 12 months, from September 2013 to September 2014, we saw final regulations implementing changes to the Veterans and Disability laws and Minimum Wage laws, two proposed regulations on the new data compensation collection tool emanating from the Presidential Memorandum to the Secretary of Labor about pay equity and the Executive Order dealing with non-retaliation in pay, as well as Executive Orders on Fair Pay and Safe Workplaces and sexual orientation and gender identity. In addition, in October 2014, OFCCP released its new Scheduling Letter and Itemized Listing explaining what documentation contractors are expected to submit in the first 30 days after receiving an audit letter. This session will update the government contractor community on each of these developments.

Presenters: **Alissa A. Horvitz**, Co-Chair of Littler Mendelson's OFCCP Practice Group

Networking Reception

Thursday, March 26, 2015 | 6:00pm – 8:00pm

You'll have an opportunity to reconnect with old friends and make new ones in this relaxed social gathering, before attending the conference the next day.



Workshop Schedule

Friday, March 27, 2015 | 7:15am – 5:00pm

Opening Keynote – Employment Law

Topic: **2015 Employment Law Update**



Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: Yearly update on employment law, including trends, new legislation, recent employment decisions by the U.S. Supreme Court, and best practices for 2015.

Participants will leave with greater awareness of issues to be on the lookout for, as well as ways to deal with said issues.

A PowerPoint will be provided with an overview of the presentation and significant points.

Presenters: **Michael Droke** is a partner in Dorsey & Whitney LLP's Labor and Employment and Ag/Cooperatives groups. He is also co-Chair of the Computer Fraud and Abuse Practice Group, and member of the Privacy Practice Group, Executive Compensation Team, and Electronic Discovery Practice Group. He is currently the Partner-in-Charge of LegalMine, Dorsey's state-of-the-art document review service. He was Dorsey & Whitney Partner of the Year in 2001. He previously served as a Co-Department Head for Labor and Employment, and Partner-in-Charge of the Seattle office.



Lunchtime Keynote – General HR

Topic: **Off Balance On Purpose**



Recertification Credit: **1.5 HRCI** recertification credit approved
1.5 SHRM CP/SCP recertification credit approved



Objective: National author and speaker Dan Thurman's ***Off Balance on Purpose*** presentation is not just a "speech", but an EXPERIENCE that will present thought-provoking ideas and meaning while demonstrating these concepts through Dan's actions and performance. Dan shatters the traditional concept that presentations have to be either content rich (and boring) or entertaining (but superficial). Instead, he offers high quality motivational programs that are informative, as well as entertaining, that change the way people think and act.

How do you succeed in today's challenging, changing business climate? How do you sustain the commitment to grow personally and professionally? Transitions of all kinds can be demanding and difficult. But these moments are also gigantic opportunities to redesign your approach to life and business. As we expand our global reach, Dan's message will give you the encouragement and tools to take action! Own you reality, seek you purpose, lean forward, leverage your resources and follow through! In signature fashion, Dan punctuates his message with dynamic demonstrations, incorporating acrobatics, breathtaking stunts and audience interaction to create a one-of-a-kind experience

Presenters: **Dan Thurman**



Workshop – Employment Law

Topic: **Form I-9 Employer Compliance Training and How to Conduct Internal Audits**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: HSI agents or auditors conduct inspections of the Forms I-9 for compliance. When technical or procedural violations are found, an employer is given ten business days to make corrections. An employer may receive a monetary fine for all substantive and uncorrected technical violations. Employers determined to have knowingly hired or continued to employ unauthorized workers will be required to cease the unlawful activity, may be fined, and in certain situations may be prosecuted criminally. This training will explain the Form I-9 Inspection process. It is intended to educate employers to conduct their own internal audits and avoid administrative fines and criminal sanctions.

Presenters: **Lynda M. Buehring**

Workshop – Employment Law

Topic: **“BYOD” Policies and Employment Law Implications**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: For a variety of reasons, including significant cost savings and employee relations, businesses have been considering or have already transitioned to a "bring your own device" ("BYOD") platform. In short, BYOD refers to arrangements where employees are permitted to connect their own personal devices to the employer's networks and systems to complete job tasks either in the office or working remotely.



Moving in this direction has many benefits, but also creates a number of business and legal risks. Adopting BYOD also may result in some unintended consequences that may not be problematic for your organization, but are issues you want to be aware of when deciding whether to make the switch. Attendees will learn the key issues, policy considerations, and compliance risks for moving to or continuing a BYOD program.

Presenters: **Catharine Morisset; Nick Beermann**, Shareholders, Jackson Lewis P.C.

Workshop – Employment Law

Topic: **Conducting Lawful Investigations**

Recertification Credit: **2 HRCI** recertification credits approved
2 SHRM CP/SCP recertification credits approved

Objective: This interactive, engaging, two-hour workshop will provide in-depth, hands-on training on how to conduct investigations of workplace misconduct or complaints in a way that is lawful and helps employers and human resources professionals bring the matter to resolution. Using concrete examples and emphasizing practical skills, the seminar will provide participants practical skills for each of the key phases of a workplace investigation, from proper intake of the complaint, articulating allegations and issues for investigation, comprehensive investigation planning and follow-up, interview techniques, proper documentation, and making objective findings and conclusions.

Presenters: **Jim Zissler, Deidra Nguyen** of Littler Mendelson



Workshop – Employment Law

Topic: **How to Interpret Washington and Federal leave law**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: This presentation will focus on eligibility, types of leave, limitations of leave, medical certifications, reinstatement and termination. Further, an overview will be provided of any pending or potential changes in legislation and the Department of Labor's new pregnancy discrimination guidelines.

Presenters: **Kimberly A. Kamel**

Workshop – General HR

Topic: **The Clouds Business Impact on Human Resources**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: This presentation will explore and define cloud-based technology, preparing HR professionals to respond to challenging questions about security, service, and integration. Participants will also learn how cloud-based technology provides an efficient means to make data driven decisions based on the measurement of goals and human capital costs. HR professionals will leave the presentation understanding how cloud-based technology will enable them to remain competitive in today's economic climate, as businesses begin to rebound from the widespread impact of the economic downturn by expanding business and bringing on new hires.

Presenters: **Larissa Fleming**



Workshop – General HR

Topic: **Private Exchange SWOT Analysis**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: With all the buzz in the market about private exchanges, it's natural to be curious if this is a viable option for your organization's benefits strategy. But what are the strengths, weaknesses; opportunities and threats (SWOT) of a private exchange platform? This presentation will provide additional insight to such questions as: Will private exchanges live up to the hype? What potential cost control will employers realize when using defined contribution? Will employees simply look at a private exchange as a risk and cost shift? Is there a compliance risk due to design flaws? Will we see an increase in consumer engagement as employees take a more active role in their health plans?

Presenters: **Michelle Davis**

Workshop - Diversity

Topic: **“Blind Sided”: A Walk in Some else's Shoes**

Recertification Credit: **2 HRCI** recertification credits approved
2 SHRM CP/SCP recertification credits approved



Objective: The session, presents the film “Blind-Sided” followed by an upbeat (and at times humorous), interactive group topic driven discussions. The Premise of the film depicts a bad/good day “day in the life” of our lead character, Mark, who happens to be blind. The film has no victims or perpetrators.



The film is designed to be an empathetic viewer experience to understand how simple courtesies could make interactions with people that are blind or with low vision, more positive and more comfortable. As the workforce becomes more diverse and includes people with disabilities, the film presents both practical and knowledge based tools for working with co-workers that are blind or low vision. There are practical applications to interface in customer service environments to ensure a positive customer service experience for blind or low vision customers.

Presenters: **Mark Aderon**, Department of Services for the Blind

Workshop - Diversity

Topic: **The Second Mission, Our Vets Serving You**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: Between 2.6-2.8 million have served in Iraq and Afghanistan with 1.8 million entering civilian life. Veterans bring to employers a vast amount of strengths, skills, talents and training. No matter the military branch, every service member desires to discover a "second mission" of dedication to an employer and community. What are the experiences of a veteran who has served on a deployment and in war zone, and how might these experiences strengthen an organization? How would you assess your own level of competence with this population?

Presenters: **Peter G. Schmidt** - Veterans Training Support Center



Workshop - Diversity

Topic: **Impact of Invisible Disabilities**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: This presentation is designed to provide HR professionals with knowledge and guidance on the impact of invisible disabilities on their workforce and their organization's bottom line. The discussion will include information on the prevalence and cost of invisible disabilities. Participants will learn disability etiquette, and techniques to encourage disclosure of invisible disabilities by their employees. Participants will learn ways to evaluate their current business processes to provide an optimal workplace for all employees. Participants will leave with tools and resources for use in making identified changes in their organization.
organization? How would you assess your own level of competence with this population?

Presenters: **Nancy Kasmar and Ruth Alstadt**

Workshop - Diversity

Topic: **Addressing Unconscious Bias and Stereotyping in the Workplace**

Recertification Credit: **1 HRCI** recertification credit approved
1 SHRM CP/SCP recertification credit approved



Objective: The presentation will discuss the various forms of biases and how individuals develop them. Discuss how various cognitive biases can impact organizational life, which may include employment decisions and the overall working culture. We will explore the organizational risks that are associated when individual biases are present and not addressed. Also, we will review strategies to assist in transforming an organizations culture that embraces diversity and inclusion.

Presenters: **Lorre Allen**



Conference Center

The **2015 Washington State Employment Law & HR Conference** will be held at the Meydenbauer Convention Center.



Meydenbauer Center

Physical Address:

11100 NE 6th St.
Bellevue, WA 98004

Meydenbauer Center is conveniently located adjacent to Interstate 405 at NE 6th Street and 112th Avenue NE in downtown Bellevue, just 9 miles east of downtown Seattle. The most convenient off-ramp from I-405 is at NE 4th Street (Exit 13A). Click the map above for [online directions](#) or download our [Driving Directions](#).

Parking at Meydenbauer Center

Meydenbauer Center's parking garage is located at 11100 NE 6th St. The garage does not accommodate vehicles over 6'9" tall. There are times when Meydenbauer Center's garage fills and event attendees will be directed to other parking in the vicinity.

This parking garage is a "pay" parking facility that operates on a first-come, first-served basis.

Meydenbauer Center's underground parking entrance is on NE 6th Street.



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Hotel Arrangements

Washington State HR Council has secured a room block at the beautiful Sheraton Bellevue Hotel for this event at just \$109/night plus tax (discounted rates are for Thursday 2/26 and Friday 2/27).



Click [here](#) to make your reservation online (fastest method).

Sheraton Bellevue Hotel.

100 112th Avenue NE
Bellevue, WA 98004

Ideally located in the heart of the Puget Sound's business community, the Sheraton Bellevue welcomes guests with Northwest hospitality. The Sheraton Bellevue was recently transformed by a multi-million dollar renovation, all 178 guest rooms, public areas, function spaces and restaurant feature crisp, fresh décor. Our flexible meeting space can accommodate groups from 2 up to 240 with state-of-the-art audio visual equipment and services available onsite. All of our 8,000 square feet of function space can be quickly transformed for meeting, parties and special celebrations.

Guestrooms

After a day of business, friends or family, savor the welcome of the 100% smoke-free guest rooms at the Sheraton Bellevue. Each room is tastefully decorated and well-appointed with your comfort in mind. Business necessities like wireless high-speed Internet access keep you connected, and the Sheraton Sweet Sleeper Bed is guaranteed to give you a blissful night's rest.



Sponsors



Conference Contact

If you have any questions regarding the conference please feel free to contact the 2015 Conference Chair.

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