

Agenda & Event Details

Each year, more and more California HR professionals rely on Employers Group's (EG) information-packed, one-day Workplace & Employment Law Update (WELU). The event – now in six locations – covers the issues, laws, and practices California businesses need to know as they prepare for 2016. Unlike other updates, EG delivers its WELU *before the new year* so HR and business leaders have time to adequately prepare for compliance complexities. Plus, EG's program covers timely workplace issues that impact how companies do business.

VENUES AND DATES



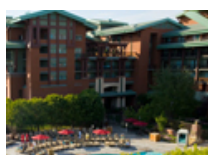
Ontario
Doubletree
Wednesday, Oct. 21



San Diego
Mission Valley Marriott
Friday, Oct. 23



Oakland
City Center Marriott
Tuesday, Oct. 27



Anaheim
Grand Californian
Friday, Oct. 30



Los Angeles
L.A. Live JW Marriott
Tuesday, Nov. 3



Burbank
Airport Marriott
Thursday, Nov. 5

AGENDA

	Ontario 10/21	San Diego 10/23	Oakland 10/27	Anaheim 10/30	Los Angeles 11/3	Burbank 11/5	Activity	Session Title
Times								
7:45 – 8:30	X	X	X	X	X	X	Registration	
7:45 – 9:45	X	X	X	X	X	X	Breakfast	
8:25	X	X	X	X	X	X	Start	
8:25 – 8:45	X	X	X	X	X	X	Opening Session	The 6 Trends Affecting your Workforce in 2020
8:45 – 9:45	X	X	X	X	X	X	General Session	Thriving with & Managing the Millennials
9:45 – 11:10	X	X	X	X	X	X	General Session	HR, Legislative, & Paid Sick Leave Update
11:10 – 11:30	X	X	X	X	X	X	Break	
11:30 – 1:00	X	X		X	X	X	Breakout	Leaves of Absence Trends and Issues
11:30 – 1:00	X	X	X	X	X	X	Breakout	Drug Use, EEO, and Accommodations
11:30 – 1:00	X	X		X	X	X	Breakout	Perks Versus Compliance: What You Need to Know
11:30 – 1:00				X			Breakout	Hire Better with Behavioral Interviewing
11:30 – 1:00				X			Breakout	Compensation Analysis: Alleviating Pay Gaps
11:30 – 1:00				X			Breakout	Basics of Leaves of Absence
11:30 – 1:00				X			Breakout	HR as Change Champion
11:30 – 1:00				X			Breakout	Strategic HR Session with Executive Next Practices
1:00 – 3:30	X	X	X	X	X	X	Keynote Luncheon	Judicial and Wage & Hour Update by Richard Simmons
3:30	X	X	X	X	X	X	End	

Detailed Descriptions

Six Trends Affecting Your Workforce in 2020 (opening session). The year 2020 is just around the corner and there are already trends developing that will affect you, your organization, and your HR practices. In this brief, but eye-opening start to the day—Mark Wilbur, President of Employers Group—will share the six trends you need to start to deal with now that will have a big impact on you, your organization, and your workforce in five years.

Thriving With and Managing the Millennials (general session). As an HR professional you've probably been caught between the millennials and the rest of your workforce. You see the valid points each side makes; however, what side do you take? Is there a side? Join our special guest speaker—Chip Espinoza, researcher and author of three top-selling books on millennials—as he shares best practices and insight on what it takes to create an environment where managers and millennials thrive. Chip will reveal nine competencies that differentiate effective managers from challenged managers. Plus, he will identify personal and organizational biases that may inhibit the integration and productivity of millennials. This session is not about anecdotes and humor, but what you can really do to impact the relationships and productivity within your organization as it relates to millennials. Why attend this session?

- Identify 9 competencies that differentiate effective versus challenged managers
- Determine if your organization has biases that may inhibit millennial productivity
- Overcome resistance and the fear of change

2015 HR, Legislative, and Paid Sick Leave Update (general session). This is THE session for every CA HR professional, no matter the experience level. The legislative roundup covers all the federal and state employment laws that you will need to deal with for 2016. To stay ahead of the curve, we will also briefly discuss laws that may not have passed, why they have not passed, and the potential for them to be passed in years to come. Due to the ever-changing nature of California's Paid Sick Leave requirements, we will provide answers to what you need to do to be sure you are compliant. We also provide current employment-related litigation trends of which HR professionals need to be aware. Presented by Ken Tiratira, COO of Employers Group, and Anne Kotlarski, Senior Partner of BryanCave. Why attend this session?

- Learn of upcoming California and federal law changes that will impact you and your organization
- Receive an update on federal and state agency actions
- Learn the latest developments with California's Paid Sick Leave
- Receive a brief analysis on the pros and cons to PTO versus vacation/sick time
- Identify how minimum wage increases will impact your pay practices
- Receive a "round-up" on the types of policies that will need to be updated prior to 2016

Leaves of Absence Trends and Issues (breakout session). This is not your basic leaves session. In this session, hear directly from attorneys who represent employers regarding what the employer did right and what the employer did wrong. Human Resources can learn a lot by hearing about actual scenarios and practices that get employers into hot water. Because of the situational nature of this session, we encourage participants to submit short hypothetical scenarios in advance to jhull@employersgroup.com, which will be covered and discussed. Presented by Jonathan Fraser Light, Senior Partner of LightGabler. Why attend this session?

- Learn effective ways to deal with abuse
- Get clarity on the administration of benefits during leaves
- Identify what can be done when a leave has been exhausted
- Learn what you should include in your policies—and exclude
- Discover unknown trouble areas in leaves administration
- Gain a better understanding of best practices

Does "Mary Jane" work here? Drug Use, EEO and Accommodations in the Workplace (breakout session). Mary Jane, weed, pot, 420, or whatever term you'd like to use, drug use - especially marijuana - in the workplace is an ever-increasing issue facing employers. Not only is medical marijuana use increasing, but access to recreational use is growing and expected to dramatically increase. How should your company come to terms with marijuana and even with prescription drug use? Attorneys will provide their perspective on what proactive measures

employers should take during the lifecycle of employment and, especially, when dealing with accommodations, reasonable suspicion, random testing, safety and terminations. If time permits, additional topics in accommodations will be discussed. Why attend this session?

- Learn what steps you must take before testing applicants and employees
- Obtain clarity on when you can test employees and when you can't
- Gain a better understanding of workplace safety and controlled substances
- Get clarity on the intersection between disability laws and controlled substances
- Learn what constitutes a random test and when you might be unwittingly administering one
- Gain insights into how your corporate culture may drive policy determinations in this area

Perks versus Compliance: What You Must Know Before Offering a New Benefit (breakout session). Employers are increasingly adding more "perks" to attract, engage, and retain employees. More and more companies are becoming like dot.com and entertainment companies in their mix of perks; however, what compliance concerns must you know about? Companies are increasingly allowing telecommuting, offering unlimited PTO, permitting pets in the workplace, automating handbooks, providing unlimited e-training, creating in-house workout facilities, offering wellness participation discounts, and giving gift cards for completing a task, etc. Understand the implications before each new benefit or perk is added. Why attend this session?

- Gain perspective on trends with employer-provided perks and benefits
- Identify the wide array of compliance issues that pertain to standard and innovative new perks
- Learn about the appropriate ways to communicate different perks to avoid discrimination claims
- Determine what types of policies, forms, and other documentation should be in place
- Gain greater awareness of the compliance aspects surrounding working hours and PTO flexibility
- Identify the related employee privacy, security, and unlawful discrimination concerns underlying any new perks

Hire Better with Behavioral Interviewing (breakout session in **Anaheim only**). Are hiring managers asking the right questions? Are they more focused on what to not ask (to stay in legal compliance) than to focus on the skills needed to fill the job? How are candidates treated? In this session, learn about the types of questions that should be asked to determine future job performance, along with how to treat candidates. In today's tightening labor market, there are more and more choices for candidates. Be sure your company and your hiring managers send the right message to get the best talent available. Presented by Jeffrey Hull, Senior Director of Talent Development, Employers Group.

Compensation Analysis: Alleviating Pay Gaps (breakout session in **Anaheim only**). As the current Administration has stepped up its efforts to close "wage gaps" between protected groups, the OFCCP has ramped up its enforcement of equal pay laws, including rewriting how it investigates compensation practices. As a result, now more than ever, it's important to proactively analyze your pay data for potential discrimination before the federal government comes knocking on your door. The presentation will address these timely critical subjects: (1) the latest OFCCP enforcement guidelines; (2) potential employer liabilities; (3) mitigation of pay disparity liabilities, techniques and tools analyze data; and (4) benefits of implementing a pay equity program within the organization. This program is suitable not only for employers who fall under the OFCCP guidelines, but also for any employer seeking to establish a sound and equitable compensation program.

The Basics of Leaves (breakout session in **Anaheim only**). If you are newer to HR or simply want a fast-paced run-down of all the leaves you need to be concerned with as a California HR professional, this session is just for you. Participants of this workshop will receive a Comprehensive Leave Guide (a great reference tool). A significant portion of the program will focus on FMLA, CFRA, USERRA, and PDL; however, all California and federal protected leaves will be covered. Presented by Kimberly Nwamanna, Senior Helpline Consultant, Employers Group.

HR as Change Champion (breakout session in **Anaheim only**). In today's workplace, change and continuous improvement should be constant. Oftentimes, Human Resources is also the Chief Change Agent; however, it may be difficult to explain the rationale and to get others onboard with change. First of all, how prepared are you to embrace that change? If you are not able to embrace it, how can you "sell it"? How do you move from embracing to driving change? In this session, you will receive practical tips on how you can personally adapt to change and to help others adapt to change so that, together, you can move your organization forward. Presented by Carol Hastings, Talent Development Specialist, Employers Group.

Strategic HR Session with Executive Next Practices (ENP): Topic to be Announced Soon (breakout session in **Anaheim only**). The Executive Next Practices Forum is an established network of Fortune 5000 C-level and key executive leaders (CEO, COO, CFO, CHRO, CMO, CIO) who

meet to review “first look” innovations in business and leadership strategies. Our unique and highly collaborative sessions are held within a non-solicitation environment to encourage leaders to engage, create, and build powerful business relationships. Come get a sense of what ENP is all about. Presented by Scott Hamilton, Executive Next Practices.

Judicial and Wage & Hour Update (keynote luncheon). During the keynote luncheon, Richard Simmons, Partner with Sheppard Mullin, will discuss the most impactful wage and hour updates along with judicial decisions that will affect your organization’s employment practices. Come prepared to take lots of notes. Critical tips will be shared. Special attention will be given to the following:

- Status of meal and rest periods
- Trends in Wage & Hour
- Recent and impending workplace judicial decisions