

DRIVING TOWARD SUCCESS: CRITICAL ISSUES IN MANAGING YOUR BUSINESS



PRELIMINARY

2016 Employer Conference

December 5, 2016

Wyndham Virginia Crossings

7:30	Registration (Henrico Ballroom Prefunction)
7:45 - 8:30	Continental Breakfast (Henrico Ballroom Prefunction)
8:30- 8:45	Welcome (Henrico Ballroom A) Elizabeth Creamer, Advisor for Workforce Development, Governor's Office

8:45 - 10:15 - General Session

Henrico A

Legal Update of Significant Events - 2016

This fast paced overview will survey the most important federal and state employment laws with an emphasis on recent developments. Those new to the field will gain valuable exposure to the laws that frame today's workplace, while more experienced managers and human resources professionals will gain cutting edge insight into recent trends and further movement within the field.

John Bredehoft and Randy C. Sparks Jr., Kaufman & Canoles

10:15 - 10:30	Break (Prefunction)
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10:30 - 11:45 Workshops - Session One

Henrico A	Henrico B	Brunswick (Level 3)	Chesterfield (Level 3)
<p style="text-align: center;">Harassment in the Workplace</p> <p>DESCRIPTION TO BE PROVIDED PRIOR TO CONFERENCE</p>	<p style="text-align: center;">Navigating the VEC's Adjudication Process</p> <p>This workshop will cover the process of providing temporary assistance to those who become separated from their employment through no fault of their own.</p>	<p style="text-align: center;">Discipline and Discharge</p> <p>Discipline and discharge decisions are workplace events that often end up in legal claims. This session features all aspects of progressive and other discipline as well as providing 25 do's and don'ts on how to effectively handle the termination process. Attendees specific questions are encouraged.</p>	<p style="text-align: center;">Employer Handbook, Policies and Manuals</p> <p>A well-written employee handbook is the cornerstone of the employer-employee relationship. This session covers important handbook topics from A to Z (almost Z)—from Anti-Discrimination Policies, Background Checks, and Compensation, to Terminating Employees, Union Issues, and more.</p> 
<p>Victor O. Cardwell, Principal Thomas M. Winn III, Principal Woods Rogers PLC</p>	<p style="text-align: center;">Sam Lupica Chief Operating Officer Virginia Employment Commission</p>	<p style="text-align: center;">Robert Barry Kaufman & Canoles</p>	<p style="text-align: center;">John Bredehoft Kaufman & Canoles</p>

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12:00 - 1:00

Lunch (The Glen)

1:00 - 2:15 Workshops - Session Two

Henrico A	Henrico B	Brunswick (Level 3)	Chesterfield (Level 3)
<p>The Fair Labor Standards Act</p> <p>This presentation will help employer representatives reach full compliance with the most important minimum wage and overtime provisions of the FLSA. We will also peer into the crystal ball to identify changes effectuated by executive order and DOL interpretations.</p> 	<p>Workers' Compensation: Issues That Impact Premiums</p> <p>The focus of the workshop will be an overview of issues facing employers in Virginia: workplace injuries, benefits available, prompt medical treatment, benefits of effective return to work programs, and overview of the Virginia Workers' Compensation Act.</p> 	<p>Worker Misclassification: Employee or Independent Contractor</p> <p>This workshop will help employers understand and avoid potentially costly errors with the status of workers in their workforce.</p> 	<p>Social Media in the Workplace</p> <p>The presence of social media in the workplace is no longer new, but the volume and variety of communication is increasing and is problematic for employers. This session examines the prevalence and effects of workers using social media in and out of work, the developing limits on employer use, and how employers may properly make use of lawfully captured communications.</p>
<p>Victor O. Cardwell, Principal Thomas M. Winn III, Principal Woods Rogers PLC</p>	<p>Vivian Lane Claims Services Manager Virginia Workers' Compensation Commission</p>	<p>Geoff Garner Virginia Employment Commission</p>	<p>Randy C. Sparks Jr. Kaufman & Canoles</p>

2:15 - 2:30

Break (Prefunction)

2:30 - 3:45 Workshops - Session Three

Henrico A	Henrico B	Brunswick (Level 3)	Chesterfield (Level 3)
<p>Investigating Employee Misconduct and Dispute Resolution</p> <p>Employee misconduct often leads to increased stress in the workplace and damaged morale, often involving more than one employee. This session provides helpful guidance on conducting an investigation into employee misconduct and steps to take to effectively resolve the issues between an employee and the employer and among the employees themselves.</p>	<p>Successfully Managing Your Unemployment Insurance Claims</p> <p>This session will provide employers with an overview of the process followed to adjudicate claims for unemployment insurance. These initial decision and appeal processes are utilized to render decisions when claims are contested.</p> 	<p>A Primer On Labor Market Information: Building Intelligence in a Data Driven World</p> <p>This workshop will give an overview of Labor Market Information (LMI) data, how that data can be used, and what resources are provided by the Virginia Employment Commission, such as LMI Tools, to quickly access labor market data; explore the <i>Occupational Profile</i>; and access the <i>Community Profile</i> publications.</p>	<p>The Americans With Disabilities Act: How to Avoid Being a Respondent at the EEOC and Defendant in the Local Courthouse</p> <p>This presentation will set out the essential elements of the ADA and familiarize the attendee with the terminology. Then we will move on to consider some hypotheticals that require judgment and decision making on reasonable accommodation versus undue hardship to the employer.</p>
<p>Randy C. Sparks Jr. Kaufman & Canoles</p>	<p>William O. Walton, Director Unemployment Insurance Services Virginia Employment Commission</p>	<p>Timothy O. Kestner, Director Economic Information & Analytics Virginia Employment Commission</p>	<p>Robert Barry Kaufman & Canoles</p>