

DRIVING TOWARD SUCCESS: CRITICAL ISSUES IN MANAGING YOUR BUSINESS

PRELIMINARY



2016 Employer Conference

September 13, 2016

The Hotel Roanoke

7:30	Registration (Roanoke Foyer)
7:45 - 8:30	Breakfast (Roanoke F)
8:30- 8:45	Welcome (Roanoke D) Ellen Marie Hess, Commissioner, Virginia Employment Commission

8:45 - 10:15 - General Session

Roanoke D

Employment Law Update

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.

Victor O. Cardwell, Principal and Thomas M. Winn III, Principal, Woods Rogers PLC

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

Roanoke D	Crystal C/D	Roanoke G/H	Crystal A/B
<p>New Overtime Rules and Independent and Contractor Guidance from Department of Labor</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>The VEC's Unemployment Insurance Automated Tax Systems</p> <p>This will be an overview of the new Unemployment insurance tax system highlighting key functions that employers need to know for reporting tax information.</p> 	<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 Department of Labor interpretations. Employers get out your checkbook.</p>
<p>Victor O. Cardwell, Principal Thomas M. Winn III, Principal Woods Rogers PLC</p>	<p>William O. Walton, Director Unemployment Insurance Services Virginia Employment Commission</p>	<p>Robert Prettyman Financial Services Manager Virginia Employment Commission</p>	<p>Randy C. Sparks Jr. Kaufman & Canoles</p>

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12:00 - 1:00

Lunch (Roanoke C)

1:00 - 2:15 Workshops - Session Two

Roanoke D	Crystal C/D	Roanoke G/H	Crystal A/B
<p>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 (or almost Z)—from Anti-Discrimination Policies, Background Checks, and Compensation, to Terminating Employees, Union Issues, and more.</p> 	<p>Workers' Compensation: Issues That Impact Premiums</p> <p>The focus of the workshop will be on actions an employer can take to minimize workers' compensation costs. There will be introduction to coverage requirements, understanding insurance premium, avoidance of audit premium, and the cost savings of workplace efforts. The 2014 law change raising penalties for uninsured employers will also be discussed.</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 (Roanoke Foyer)

2:30 - 3:45 Workshops - Session Three

Roanoke D	Crystal C/D	Roanoke G/H	Crystal A/B
<p>Immigration Law</p> <p>This workshop will provide a review of the changes/potential changes in immigration law, including:</p> <ul style="list-style-type: none"> » Practical guidance on proper I-9 compliance including the process of completion and case law with regard to penalties. » A review of which documents may be used, the most common mistakes found during audits, and step-by-step best practices on how to respond if the organization is subjected to an ICE audit. 	<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. Like a football referee, you make the call, and then we'll see if the decision will stand or be reversed.</p>
<p>TBD Woods Rogers PLC</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>Randy C. Sparks Jr. Kaufman & Canoles</p>

3:45

Closing