CONFERENCE SCHEDULE AT-A-GLANCE

7:45-8:30 am: Registration and Breakfast

8:30-9:30 am: Session I – Plenary
   Scott D. Ferrin, Southwest Region Field Services Director | SHRM
   HR and the Aging Workforce: Strategies and Best Practices

9:30-10:30 am: Session II – Breakouts
   A: Danny Jarrett, Jackson Lewis, PC and Kevin Gick, Associate Counsel | UNM
      Federal and State Legislative Update
   B: Faith Reyes, The Simons Firm
      Beyond The Box: When Is It OK to Ask About Criminal Convictions?

10:30-11:00 am: Break with our sponsors

11:00 am-noon: Session III – Breakouts
   A: Cory Jorbin, HUB International
      Health and Welfare Plan Compliance 2016: ACA Reporting, Audits, and Legislative Update
   B: Henry Lopez, Santa Fe New Mexican
      Social Media: Brand Awareness and Recruiting

Noon-1:30 pm: Lunch

12:30-1:30 pm: Session IV – Keynote
   Marcia Coyle, Chief Washington Correspondent | National Law Journal
   HR and the Supreme Court

1:30-2:30 pm: Session V - Panel Q & A: Changes and Challenges Impacting Your Workplace

2:30-3:00 pm: Dessert with our sponsors

3:00-4:00 pm: Session VI – Breakouts
   A: Whitney Warner, Moody and Warner
      Trending Now: Legal Challenges to Compensation Practices
   B: Charlotte Lamont, Littler Mendelson PC
      Workplace Violence Prevention in the Age of the Active Shooter

4:00-5:00 pm: Session VII – Plenary
   Alice Kilborn, Kilborn Consulting
   New Overtime Regulations: Crafting a Strategy

5:00-6:00 pm: Cocktail Hour

Please visit our conference page for full session descriptions and presenter information:
NNMHRA Legal Update 2016:
HR Focus 2020: Changes, Challenges, and Strategies

**Session I / 8:30-9:30 / plenary**
Scott D. Ferrin | SHRM-SCP, CAE, PMP | SHRM Field Services Director
**HR and the Aging Workforce: Strategies and Best Practices**
Can your organization afford to lose your reservoir of talented, experienced older workers in the coming years? If not, have you done serious strategic workforce planning to analyze the impact of baby boomer retirements and to identify potential skills gaps that could result? This session will look at key HR strategies that should be integrated into an overall talent management program for today’s multi-generational workforce. It will also look at lessons to be learned from recent research -- including the 2014 SHRM Aging Workforce Survey -- and from best practice case studies of the Vita Needle Company and Scripps Health.

**Session II / 9:30-10:30 / breakout A**
**Federal and State Legislative Update**
Danny Jarrett | Jackson Lewis, P.C. and Kevin Gick | Associate Counsel, UNM
**Danny Jarrett:** BOM*BARD: (v. bɒmˈbɑrd, bəm-; n.ˈbɒm bard) to assail vigorously: bombarded me with questions. In today's workplace, it seems there has been an onslaught of new rules and regulations for employers that can leave management and human resources professionals feeling bombarded with questions and confusion on how to handle various workplace issues. Danny Jarrett, Managing Principal of the Albuquerque office of the national employment law firm Jackson Lewis, P.C. will discuss the latest issues that employers are facing including federal contractor changes, the LMRDA rule change, the Department of Labor’s salary basis test change, the NLRB's policy language crackdown and much more.

**Kevin Gick:** While this past legislative session included many proposed bills of interest to New Mexico human resources professionals, not many of those bills became enacted into law. However, since the start of the year, the New Mexico Supreme Court and Court of Appeals have issued many decisions interpreting how existing employment laws apply. Kevin Gick, Associate University Counsel, will summarize appellate interpretations of existing New Mexico employment statutes, including the Public Employee Bargaining Act, Human Rights Act, and Workers' Compensation Act, among others.

**Session II / 9:30-10:30 / breakout B**
**Faith Reyes | The Simons Firm**
**Beyond The Box: When Is It OK to Ask About Criminal Convictions?**
Employment applications often include a box for applicants to check, asking whether the applicant has ever been convicted of a crime. Typically, the application then states that “answering yes will not automatically disqualify your application.” The EEOC issued guidance that employers should not ask this question prior to making an offer of employment because it has the disparate impact of disqualifying minority applicants. When can you and should you disqualify applicants (or those seeking promotion) from positions based upon convictions? What about arrests? We will review the EEOC’s guidance regarding whether employers should include the “have you been convicted of a crime” box on applications, the process for determining if a conviction should bar the applicant, pre- or post-offer, from the position, and discuss the legal issues surrounding background checks which may result in potentially disqualifying information.

**Session III / 11:00 am-12 noon / breakout A**
**Cory Jorbin | HUB International**
**Health and Welfare Plan Compliance 2016: ACA Reporting, Audits, and Legislative Update**
The presentation will discuss the Affordable Care Act and compliance with its provisions. We'll include a brief overview before moving onto recent compliance updates which include ACA reporting, updates to cash in-lieu provisions and wellness. We'll conclude by talking about the upcoming elections and the presidential candidates’ healthcare proposals.
Session III / 11:00 am-12 noon / breakout B
Henry Lopez | Santa Fe New Mexican
Social Media: Brand Awareness and Recruiting
During this presentation participant will be introduced to the opportunities, hazards and best practices of using social media in Human Resources work. While the session will include information on getting started in social media, we'll focus on getting past the newbie jitters of trying something new and delving into more in-depth nuances of implementing a successful social media strategy.

Session IV / 12:30-1:30 pm / keynote
Marcia Coyle | Chief Washington Correspondent | National Law Journal
HR and the Supreme Court
Marcia Coyle, Chief Washington Correspondent for The National Law Journal, will highlight the four HR-related cases that were heard by the Supreme Court in the last year and share a bit of history related to each decision. In addition to sharing her insights on the issues we saw this year related to replacing Justice Antonin Scalia, she will also discuss how the upcoming Presidential election will impact the Court this session and for years to come.

Session V / 1:30-2:20 / plenary
Panel Q&A: Changes and Challenges Impacting Your Workplace
Submit your questions throughout the morning on any issue impacting your workplace! Our esteemed panel of experts will educate, enlighten, and entertain!

Session VI / 3:00-4:00 / breakout A
Whitney Warner | Moody and Warner
Trending Now: Legal Challenges to Compensation Practices
Pay equity, overtime, confidentiality, exempt status and other compensation policies are increasingly under legal attack in New Mexico. Employees have a right to discuss their pay - can your organization explain why pay differences exist and how its compensation practices work? We will discuss the current legal standards for classifying employees as exempt from overtime, adverse impact compensation discrimination claims, and discrimination under New Mexico’s Fair Pay for Women Act. Attendees will learn tips for assessing how their organizations’ compensation structures are contributing to - or extinguishing - the pay gap. We will cover the new overtime rules and changes for determining whether employees are exempt or non-exempt. This session is intended for mid-to-senior level HR professionals.

Session VI / 3:00-4:00 / breakout B
Charlotte Lamont | Littler Mendelson PC
Workplace Violence Prevention in the Age of the Active Shooter
Unfortunately, workplace violence is on the rise. This session will address how to prevent and respond to workplace violence in the age of the active shooter. We will talk about the definition of an active shooter, why employers should prepare for an active shooter incident, how to develop and implement an active shooter plan and what resources are available to employers. This session is intended for mid-to-senior level HR professionals.

Session VII / 4:00-5:00 / plenary
Alice Kilborn | Kilborn Consulting
New Overtime Regulations: Crafting a Strategy
After two years of waiting, the United States Department of Labor has issued final regulations making changes to exempt employee compensation under the Fair Labor Standards Act. Employers are now faced with understanding the new regulations and preparing to make changes within their organizations in order to comply. While the implementation deadline is December 1st, employers do well to prepare to address compliance now. This interactive session will provide attendees with a step-by-step strategy to tackle implementation of the new regulations including reclassification of employees, employee communications, and advising senior leadership. Don’t miss it!