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Kentucky Chamber

26th Annual Kentucky

Human Resource UPDATE

presented by

 **Kentucky
Career Center**

UI SIDES
State Information
Data Exchange System

May 21-22, 2014 Louisville, Ky.

May 28-29, 2014 Lexington, Ky.

OFFERING



HRCI recertification | CEU/CPE credits



26th Annual Kentucky Human Resource Update

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Is staying informed of the nonstop changes in HR tough for you?

It seems like everything has changed – FMLA, ADA, GINA, COBRA, HIPAA, immigration, workers' compensation, unemployment insurance, the introduction of the Affordable Care Act and the list goes on. We'll help you keep up with the latest legal developments and gain a greater understanding of their effects on day-to-day issues in the workplace. Attend this seminar, consistently rated by attendees as one of our top training seminars, and learn how to tackle these difficult issues and much more. If you are responsible for personnel, compliance and/or human resources at your organization, this seminar was designed with YOU in mind.

This conference is for you ...

- managers and supervisors
- administration directors
- business owners and CEOs
- human resources personnel
- employee relations specialists
- personnel directors and managers
- senior HR professionals HR consultants

Continuing education

 **HRCI Recertification
CEU and CPE**

This program has been pre-approved for credit toward PHR, SPHR and GPHR recertification through the HR Certification Institute. It may also be eligible for CEU and CPE credits. Contact your professional board to find out what's required.

Kentucky Chamber membership

It's not too late to take advantage of the Kentucky Chamber member discount. To learn more about membership, call 502-695-4700 and ask for a membership representative.

Money back guarantee

If you are not 100% satisfied with your seminar experience, we will refund your money.

2013 Conference testimonials

Really appreciated all the presenters. Thanks for putting on this program. Really liked the focus on changes and trends on FMLA – very helpful.

— Doug Culp, Catholic Diocese of Lexington

Excellent slate of speakers – wonderful experts!

— Cynthia Vance, Kentucky Community and Technical College System

Program was very well organized and most importantly very relevant in content for what I do. This is a "must" for all Kentucky HR people.

— Pamela L. Brock, Middlefork Financial Group Inc.

This is a great resource to keep HR professionals current in the ever changing HR landscape.

— Richard Tanhauser, Wausau Paper

I learned a great deal. I love the format of having several speakers.

— Mary Ellen Schmidt, QK4 Architecture-Engineering Planning

Agenda 26th Annual Kentucky Human Resource Update

DAY ONE

8 a.m. Registration and Continental Breakfast (provided)

8:30 a.m. Welcome and greeting from Presenting sponsor: Kentucky Career Center and the State Information Data Exchange System (SIDES)

8:35 a.m. Update on Significant Legal Decisions

Tom Birchfield, Regional Managing Partner, Fisher & Phillips LLP

This program will feature a comprehensive update of the most important judicial and NLRB decisions of the past year and their practical effect on day-to-day human resource practices for Kentucky employers. We'll cover decisions of the United States Supreme Court, state and federal courts hearing Kentucky cases, as well as decisions of the NLRB. Understanding the shifting dynamics of the courts and NLRB will assist HR professionals in meeting their compliance and union avoidance objectives.

10:15 a.m. Update on Unemployment Insurance

Jeff Calabrese, Member, Stoll Keenon Ogden PLLC

Kentucky's annual jobless rate fell to 7.7 percent in early 2014, but that 7.7 percent comprises thousands upon thousands of Kentuckians who remain out of work. Both state and federal legislatures continue to develop laws to tackle unemployment and perceived unemployment discrimination. And, in these changing times keeping current remains essential. This update will provide guidelines for employers to determine if and

when they should contest or challenge an unemployment claim. The update will walk attendees through the process of challenging a claim, including plenty of practical tips and answers to frequently asked questions that will give your business the best chance for success. It will also discuss pending state and federal legislation and current laws governing unemployment insurance, along with their potential impact on employers.

11:15 a.m. EEOC Update

Cynthia L. Effinger, Associate, McBrayer, McGinnis, Leslie & Kirkland, PLLC

In fiscal year 2013, the EEOC received 93,727 charges and secured a record \$372 million in monetary relief for victims of employment discrimination through its administrative enforcement procedures. The agency is clearly bringing its full arsenal of resources against employers who may be in violation of the law. What issues are on its radar? What are the emerging topics that employers should consider now? What federal rulings could alter employment practices? And, most importantly, what should employers do to stay out of the EEOC's crosshairs? Join us for an informative update and learn how this government agency is impacting your business.

12:15 p.m. Lunch (provided)

1 p.m. Miscellaneous HR Updates

Raymond C. Haley III, Fisher & Phillips LLP

In this session we will cover a variety of issues currently facing HR professionals. Everything from the abstract to the practical will be discussed. Topics will include an employee-handbook policies update

(including social media and Internet usage), as well as, an overview of the retention requirements for important records, forms and documents. We will also provide you with a practical and valuable "annual HR checklists."

2:15 p.m. Workers' Comp Update: Your Problems Solved

Kenneth J. Dietz, Founding Partner, Lucas & Dietz PLLC

This topic will specifically address your workers' compensation problems. How to best handle claims from start to finish and how to deal with problem cases. This segment will be tailored to your specific needs because it is highly interactive. With over 25 years of workers' compensation experience, this speaker has seen it all. A plan to handle your problem case(s)/issues will be addressed.

3:30 p.m. Affordable Care Act Update

Doug McSwain, Partner and Sherry Porter, Counsel, Wyatt, Tarrant & Combs, LLP

While portions of the ACA have been postponed (again), there are still many new requirements that must be met and many planning opportunities for companies. Join us for an overview of the ACA, including an update on recent guidance and practical advice for companies of all sizes. Federal agencies are already auditing employer health plans for ACA compliance – don't miss our discussion on what these agencies are looking for so you are ready when they come knocking at your door.

5 p.m. Day one adjourns

DAY TWO

8 a.m. Registration and Continental Breakfast (provided)

8:30 a.m. Legislative HR Update

Ashli Watts, Manager of Public Affairs, Kentucky Chamber of Commerce

The Kentucky Chamber represents businesses, small and large, every day at the Capitol. With over 1,200 bills and resolutions filed during the 2014 General Assembly, it is often difficult to keep up with them all and how they could directly impact you. This session will let you know what passed, what didn't and how it may affect your business' bottom line.

8:45 a.m. Immigration Update

Charles R. Baesler Jr., Member, Stoll Keenon Ogden PLLC

This presentation will focus on the status of Congressional immigration legislation proposals and administration policies proposed due to failures of such legislation; the status of

H-2B rulemaking proposals at the U.S. Department of Labor; increased scrutiny by USCIS of L-1 international transfer petitions; and results from the annual April 1 H-1B lottery filings.

10 a.m. Updates on FMLA, ADA and GINA

Mauritia Kamer, Member, Stites & Harbison, PLLC

The complex interplay between the ADA and FMLA continue to present problems for employers. Practical guidance on the developing ADA/FMLA issues in light of recent decisions, including whether more leave than required by the FMLA is now mandated by the ADA and whether every serious health condition is now a disability. This session also includes emerging developments under GINA, including its impact on voluntary wellness programs.

Noon Lunch (provided)

12:45 p.m. Employee Benefits Update

Benjamin J. Evans, Partner, Bingham Greenebaum Doll LLP and Laura L. Stallard, Assurance Principal, Mountjoy Chilton Medley

In this time of increasing regulation of benefit plans, employers offering a range of benefits to their employees must stay informed of current legal developments. The Department of Labor is continuing to issue guidance regulating service provider fee disclosure and fiduciary standards under ERISA. The Internal Revenue Service has changed its plan document requirements and determination letter program and has updated its retirement plan correction programs, giving employers the opportunity to correct failures through voluntary compliance. Guidance is being issued as more aspects of the Affordable Care Act take effect, imposing new requirements on employers offering health coverage, while delaying or offering transition relief regarding other mandates. This presentation will

DAY TWO (cont.)

address what employers should prioritize in 2014 with respect to benefits compliance. With many traps for the unwary, in addition to current developments, this presentation will review some of the fundamentals of best fiduciary practices in running benefit plans, as well as the basics of complying with some of the notice and disclosure requirements (including requirements under ERISA, COBRA and HIPAA).

2:30 p.m. Wage and Hour Update

James D. Cockrum, Member, Frost Brown Todd LLC

Courts and administrative agencies continue to issue new and important rulings covering all aspects of wage and hour law. Employee representatives continue to pursue class and collective actions. This program will provide an update on the most recent developments in wage and hour law, including overtime

exemptions and "off the clock" and "working time" issues, and give practical day-to-day advice for employers of all sizes and industries. In addition, the new minimum wage for federal contractors and proposed new overtime rules will be discussed.

4 p.m. 26th Annual Kentucky Human Resources Update adjourns

Speakers Years of professional experience you can trust

Bingham Greenebaum Doll LLP

Benjamin J. Evans, Partner

Fisher & Phillips LLP

*Tom Birchfield, Regional Managing Partner
Raymond C. Haley III, Partner*

Frost Brown Todd LLC

James D. Cockrum, Member

Kentucky Chamber of Commerce

Ashli Watts, Manager of Public Affairs

Lucas & Dietz PLLC

Kenneth J. Dietz, Founding Partner

McBrayer, McGinnis, Leslie & Kirkland, PLLC

Cynthia L. Effinger, Associate

Mountjoy Chilton Medley

Laura L. Stallard, Assurance Principal

Stites & Harbison, PLLC

Mauritia Kamer, Member

Stoll Keenon Ogden PLLC

*Charles R. Baesler Jr., Member
Jeff Calabrese, Member*

Wyatt, Tarrant & Combs, LLP

*Doug McSwain, Partner
Sherry Porter, Counsel*

✧ Additional speaker details at kychamber.com/events/hrupdate/speakers ✧

Registrationform 26th Annual Kentucky Human Resource Update

Registration Fees

\$495/Kentucky Chamber members

\$595/Non-member

Special Offer: Send 2 and get the 3rd registration FREE!*

Location and Lodging

☐ May 21-22, 2014 (80937)

Hilton Garden Inn Louisville Northeast
9850 Park Plaza Avenue, Louisville, KY 40241
P: 502-423-0018
Room Rate: \$109* Cutoff Date: April 21, 2014

☐ May 28-29, 2014 (80938)

Hilton Lexington/Downtown
369 West Vine Street, Lexington, KY 40507
P: 859-231-9000
Room Rate: \$109* Cutoff Date: May 13, 2014

*The advertised Kentucky Chamber room rate cannot be guaranteed after the cutoff date.

When contacting hotel for lodging, please specify that you are with the Kentucky Chamber of Commerce's 26th Annual Kentucky Human Resource Update to receive the discounted rate.

Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions are welcome. Special accommodations made upon request.

Attendee Information

To process your order, the entire registration form must be complete.
(Please copy for additional registrants.)

Name _____
Title _____
Company _____
Address _____
City/State/Zip _____
Telephone _____ Fax _____
Email _____
Principal Line of Business _____ Number of Employees _____

*I understand that by providing the phone, fax number and e-mail information above on behalf of the person/company/organization specified above, I am authorized to and hereby consent for the person/company/organization to receive communication by or on behalf of the Kentucky Chamber of Commerce.

Payment

☐ Bill me. PO# (not required) _____
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Exp. date _____ Security code _____
Name on card _____
Signature _____