

8:45am – 10:00am

***Welcome to the Roundup: Recent Developments in Employment Law***

Speaker: Tim Newton

As every cowboy knows, a cattle drive requires careful planning and preparation. Employers are no different. They must be prepared to manage the onslaught of changes that dictate how to navigate the open plain of the workplace. In order to assist with handling these issues, this presentation will address the significant court cases, government regulations and other legal developments from the last year that impact a company's day-to-day employee relations issues and address practical responses to these changes.

10:00am – 11:15am

***Saddle Up, It's Going to be a Bumpy Ride: Managing Challenging FMLA Issues***

Speaker: Tom Scroggins

Do you constantly have cowboys missing the rodeo due to injuries? Do you feel like your employees are bandits taking advantage of FMLA leave? Administering FMLA can present a huge challenge for the sheriffs in your organization, with issues such as curbing fraud and abuse, handling questionable medical documentation, and determining what qualifies as a serious health condition. This interactive session will provide answers and solutions to help you tackle the most difficult FMLA problems companies often face.

***Avoiding the Stampede: Developing Preventive Measures to Minimize Risk of Class Actions***

Speaker: Frank Shuster

The outlaws known as "plaintiffs' firms" like nothing more than to stir up class-action lawsuits. With multi-million dollar class-action verdicts and settlements becoming commonplace, employers are feeling the pressure to minimize the risk of exposure and effectively manage employment related class action litigation. In this session, we will explore common mistakes that may lead to class actions. We will also discuss how to effectively ensure your company is doing all it can to avoid making the class action headlines.

11:30 – 12:30

***The New Frontier: Tackling Digital Dilemmas in the Workplace***

Sarah Phaff & Jarrett Spence

From virtual roundups to high-speed communication, modern technology has dramatically changed the ways you manage your ranch. However, as society continues west into uncharted territories of the digital frontier, it is crucial to be wary of new risks on the open range. This session is designed to help employers identify and manage the myriad of digital dilemmas facing the workplace, including cybersecurity and data protection, employee misuse of social media, privacy on workplace computers, and more.

***Go West and Prosper: Cultivating an Inclusive Workplace Culture***

Brooke Nixon

Between 1848 and 1855, people from all over the world worked side by side to find gold in California. Few gold prospectors found gold and struck it rich, and many found fool's gold, became discouraged,

and quit. Similarly, many companies have started diversity program, looking for gold, but have not found such programs successful. What does it take to find “gold,” when creating an inclusive workplace culture? Come find out! Finding gold is possible.

1:30 – 2:45pm

***U.S. Immigration Issues in the Workplace***

Barbara Kihumba

From I-9 compliance to Buy American Hire American (BAHA) Executive Order influences on adjudication of immigration petitions, what can we expect to see over the next year with the upcoming Presidential election? Find out when you attend this session.

***Gold Rush: Mining Out the Ten Most Common Benefit Mistakes***

Dana Thrasher

Typhoid? Scarlet fever? High costs of sulphur prescriptions? With so many dangers on the ranch, many wranglers count on their healthcare plans to provide for them through times of trouble. Likewise, every prospector dreams around the campfire about someday hanging up the saddle and settling into retirement. Savvy employers know that offering employee benefits can attract rodeo-winning talent while opening up the potential for risk under ERISA laws. This session will address ten common benefits mistakes and best practices for how to avoid them.

3:00pm – 4:15pm

***Staying in the Saddle: Addressing Challenging ADA Accommodation Requests***

Sarah Phaff

They say that in the Wild West, anything goes. Sometimes it feels as though the same can be said when fielding employee ADA accommodation requests. Challenging accommodation requests such as working from home, flexible attendance and extended leave are commonplace in today’s workforce. This course will examine how the courts are handling challenging ADA accommodation requests and provide tips on avoiding common pitfalls when making these tough determinations.