



CWC 2019
POLICY
CONFERENCE

PRELIMINARY AGENDA

MARCH 6-8, 2019
WASHINGTON, DC

12:00 PM REGISTRATION

1:00 PM CONNECT WITH CWC

This pre-conference session helps connect attendees with CWC's mission, leadership, and staff, and highlights some of the many benefits and services available to association members. We'll also preview the conference agenda and take suggestions for future CWC topics, training programs, and member benefits.

1:50 PM WELCOME | PRESIDENT'S AND CHAIR'S ADDRESS

2:00 PM REGULATING THE U.S. WORKPLACE: DOL'S PERSPECTIVE

The U.S. Department of Labor plays one of the most important roles in developing and enforcing the rules governing the employer-employee relationship. From the affirmative action requirements enforced by DOL's Office of Federal Contract Compliance Programs, to the overtime, minimum wage, and child labor requirements enforced by its Wage and Hour Division, DOL's policy and enforcement priorities affect all CWC members in significant ways. This keynote presentation will examine DOL's current policy priorities, enforcement strategies, and other agency initiatives that will directly impact our members' compliance and diversity programs in 2019 and beyond.

2:45 PM IDENTIFYING AND ELIMINATING SYSTEMIC BARRIERS TO FAIR EMPLOYMENT: EEOC'S PERSPECTIVE

As the nation's chief workplace civil rights enforcement agency, the U.S. Equal Employment Opportunity Commission plays a central role in shaping - and enforcing - the fundamental nondiscrimination requirements affecting employer compliance, diversity and inclusion, and workplace risk management programs. This session will lay out the Commission's strategic policy and enforcement priorities for identifying and eliminating barriers to true equal employment opportunity, including the EEOC's focused efforts on preventing and addressing sexual and other forms of workplace harassment, collecting and analyzing workforce representation data through its new Office of Enterprise Data & Analytics (OEDA), and tackling the gender pay gap through both individual and systemic enforcement under the Equal Pay Act and Title VII.

3:30 PM BREAK

3:45 PM A HIGHER BAR: HOW OFCCP POLICY AND ENFORCEMENT PRIORITIES WILL IMPACT FEDERAL CONTRACTORS IN 2019

Employers holding federal contracts are held to higher workplace standards, particularly when it comes to their compliance, diversity, and inclusion programs for women, minorities, veterans, and persons with disabilities. The federal contract "bargain" requires meaningful outreach and recruitment efforts, effective monitoring of recruitment and selection data, and careful analysis of compensation data, to name just a few. This session will feature a comprehensive update on OFCCP's current plans for administering, enforcing, and even assisting federal contractors with the enhanced compliance requirements applicable to federal contractors.

4:45 PM CWC'S "DAILY DEBRIEF"

Our first day ends with a free-flowing, off-the-record debrief of the day, where CWC staff experts review, analyze, and provide some fun color commentary on the major legal, regulatory, policy, and enforcement issues covered during our opening day sessions. Interactive by design, our daily debrief sessions give conference attendees a chance to explore the practical implications of current and future workplace policy requirements.

5:30 PM WELCOME RECEPTION

8:00 AM BREAKFAST

8:30 AM WORKPLACE LEGISLATIVE PRIORITIES: A VIEW FROM CAPITOL HILL

The 2018 midterm elections resulted in divided control of Congress, and as a result, the Capitol Hill employment policy agenda is going to look very different for the next two years than it has over the past two years. In this special legislative policy session, we'll discuss the current political environment, how the legislative agenda might impact employer compliance and risk management programs, and what the prospects might be for significant new labor and employment initiatives to become law anytime soon.

9:30 AM COMPLIANCE ENFORCEMENT - AND COMPLIANCE ASSISTANCE - FROM DOL'S WAGE AND HOUR DIVISION

Much like the other enforcement agencies within DOL, the Wage and Hour Division uses a combination of "carrots and sticks" to facilitate employer compliance with the laws it enforces. But when it comes to some of the most important workplace risks and requirements such as worker classification, minimum wage, overtime, and family leave, will 2019 feature more sticks than carrots, or more carrots than sticks? And how can responsible employers take full advantage of the incentives and other programs available to help facilitate effective compliance? This session will answer these and other key questions by examining WHD's regulatory agenda, explaining its most important opinion letters, and discussing its latest enforcement and compliance assistance initiatives.

10:15 AM BREAK

10:30 AM RESTORING BALANCE TO LABOR LAW: AN UPDATE ON NLRB'S CURRENT POLICY INITIATIVES

In the roughly 12 months since achieving a functional Republican majority, the National Labor Relations Board has issued several landmark decisions, including one establishing a new framework for evaluating the legality of employer policies and work rules, and another restoring important precedent that makes it harder for labor unions to "gerrymander" proposed bargaining units. At the same time, however, it's faced strong headwinds in resolving other important issues, including the prior Board's controversial joint employment standard and its revised rules for faster union elections. This session will highlight the NLRB's accomplishments in 2018 and address the significant issues that still remain, including how the Board will implement its new standard for employer work rules, whether it will allow employers greater control to regulate their email systems, and the prospects for revisiting - and perhaps resolving - the standard for determining joint employment.

11:15 AM NETWORK MEETINGS

Meet with fellow CWC members to discuss real-world compliance challenges and solutions in a confidential, off-the-record setting.

✓ Talent Acquisition and Applicant Tracking Systems

Are you getting the most out of your applicant tracking systems and procedures? Have other CWC members been down the same road with the same ATS and learned a thing or two that can save you time and money? Join this discussion to learn about peer-driven best practices and get answers to ATS challenges from fellow CWC members.

✓ Functional Affirmative Action Programs

Are you currently managing one or more functional AAPs? Or thinking about asking OFCCP to approve a functional plan structure? Participate in this private discussion with fellow CWC members who have experienced both the successes and challenges of designing, developing, implementing, and defending functional AAPs.

✓ Compliance and Diversity Best Practices

Is there a workplace compliance or diversity policy or practice you'd like to kick around with your peers? Are you in the process of evaluating - or implementing - a new human resources information system such as Workday, Oracle, SAP, or PeopleSoft? Engage with fellow CWC members in this open-forum discussion around workplace compliance and diversity best practices.

12:30 PM LUNCH

2:00 PM **COMPLIANCE IMPLICATIONS OF THE EUROPEAN UNION'S GENERAL DATA PROTECTION REGULATION (GDPR) AND EMERGING U.S. DATA PRIVACY RULES**

As more employers embrace the use of sophisticated analytics and AI technologies to capture data on current and prospective employees, the chances of running afoul of data protection rules here and abroad increase. In this session, we'll examine the major workplace data privacy and protection issues facing employers in the U.S. and abroad and offer some practical suggestions for navigating them to minimize risk.

3:15 PM **CWC MEMBER PANEL: KEEPING TABS ON STATE WORKPLACE LEGISLATIVE POLICIES AND PRIORITIES**

State and local jurisdictions continue to complicate effective enterprise-wide workplace compliance solutions by enacting new laws related to a host of workplace issues, including paid leave, scheduling, pay equity, nondiscrimination, and affirmative action. In this session, a panel of CWC members will share their experiences keeping tabs on state and local policy development and legislative campaigns and share examples of how employers can effectively influence policy development at the state and local levels.

4:00 PM **2019 SUPREME COURT UPDATE**

SCOTUSblog publisher and advocate Tom Goldstein returns to our policy conference agenda with his lively and always popular take on the U.S. Supreme Court. Tom will offer his predictions on how the Court - with its full complement of nine justices - will rule on issues that are important to CWC members. He'll also discuss how the High Court's decisions in pending cases might impact employer compliance, diversity and inclusion, and risk mitigation efforts.

4:45 PM **DAILY DEBRIEF**

Wrap up the day with another CWC daily debrief session, where our staff experts review, analyze, and provide some fun color commentary on the major legal, regulatory, policy, and enforcement issues discussed throughout the day, and where CWC members discuss the practical implications of current and future workplace policy requirements.

6:15 PM **NETWORK DINNERS**

8:30 PM **EVENING RECEPTION**

8:00 AM "OUR TAKE"

You've heard from the regulators, pundits, and policymakers ... now hear from your staff about what it all means! This breakfast session combines the features of our traditional Staff Update with the informal and interactive format of our *MemberAssist Live!* Breakfast, where CWC staff discuss and answer your questions on workplace compliance, risk management, and diversity and inclusion in a confidential, members-only setting.

9:30 AM BREAK

10:00 AM **FEDERAL CONTRACTORS IN FOCUS: THE PRACTICAL IMPLICATIONS OF OFCCP'S RECENT POLICY INITIATIVES**

In our final sessions of the conference, CWC's contract compliance staff will take a deep dive into OFCCP's recent policy and enforcement decisions. In this first hour, we'll evaluate the practical workplace implications of each significant OFCCP policy initiative, including the agency's recently announced "focused compliance reviews," revised transparency policies, retooled compensation investigations, and pending changes to its Functional Affirmative Action Program (FAAP) approval process.

11:00 AM **FEDERAL CONTRACTORS IN FOCUS: RECENT TRENDS IN OFCCP LITIGATION AND SETTLEMENT ACTIVITY**

OFCCP's aggressive investigation and enforcement of affirmative action and nondiscrimination compliance violations show no signs of slowing down, with the agency brokering more than 90 financial settlement agreements since the beginning of FY 2017, several of which involved substantial sums. In the second hour of our OFCCP deep dive sessions, we'll examine the trends developing from these recent settlements and outline the risk management strategies contractors can employ to avoid common compliance violations and stay out of OFCCP's crosshairs.

12:00 PM CONFERENCE ADJOURNS

CONTINUING LEGAL EDUCATION

CWC intends to apply for CLE credit in select jurisdictions for our 2019 Policy Conference. In addition, attorneys in attendance may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states.

CLE Financial Aid Policy - Illinois: CWC may, at its discretion, waive the course fee for any attorney, member or non-member, who wishes to attend an Association program, but for whom the cost would be a financial hardship. Requests for tuition waivers along with an explanation of hardship must be received in writing at least seven days before the program via email at info@cw.org. Requests for tuition waivers cannot be accepted at the door.

SHRM & HRCI CERTIFICATION

CWC, an approved SHRM recertification provider and HRCI approved provider, intends to apply for recertification credit with each of these organizations for our 2019 Policy Conference.

REGISTRATION

The registration fee for CWC's 2019 Policy Conference is:

| DATE | MEMBER FEE |
|--------------------------|------------|
| Through November 30: | \$825.00 |
| December 1 - February 5: | \$899.00 |
| February 6 and after: | \$950.00 |

Group discounts available for 2 or more registrants from the same member organization. Call 202-629-5655 for details.

LODGING

Capital Hilton, Washington, DC
1001 16th St NW
Washington, DC 20036

<https://book.passkey.com/gt/216338842?gtid=92ffc8d665f4cbda03ddf2734b0897d>

CWC's discounted group rate of \$299/night is available through February 4. Reserve online or by calling 1-800-HILTONS.

SPONSORSHIP OPPORTUNITIES

Contact Samantha Wittie at swittie@cw.org or 202-629-5633.

CANCELLATION POLICY

Full refunds for cancellations or credit toward another CWC program will be made if a written request is received by CWC more than 30 calendar days before the date of the program for which you are registered. A 50 percent refund or credit toward another CWC program will be made if a written request is received by CWC between 15 and 30 calendar days before the date of the program. Attendees who cancel fewer than 15 calendar days prior to the event are not eligible for a refund, but are encouraged to notify CWC for event planning purposes. Registered attendees may transfer their registration to another person from the same employer at no cost at any time in advance of the meeting, when requested in writing.

Failure to notify CWC of a cancellation before the deadlines described above will result in no portion of the registration fee being refunded. With the exception of transfers for the same event to another person from the same employer, credits to a future CWC program will not be offered. Refunds for cancellations are processed after the program is completed.

QUESTIONS?

Contact Samantha Wittie at swittie@cw.org or 202-629-5633.

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