



*EEAC*

F I N A L A G E N D A

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**1:00 PM REGISTRATION AND NETWORK RECEPTION**

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**2:00 PM WELCOME AND OPENING REMARKS**

**Robert J. O'Hara** VP EMPLOYMENT LAW & GLOBAL HR COMPLIANCE, UNITED TECHNOLOGIES CORPORATION  
EEAC BOARD CHAIR

**Joe Lakis** EEAC PRESIDENT

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**2:30 PM WAGE AND HOUR COMPLIANCE – ARE CHANGES ON THE HORIZON?**

The Department of Labor's Wage and Hour Division is responsible for administering and enforcing some of the most important laws affecting the U.S. workplace, including the Fair Labor Standards Act, the Family and Medical Leave Act, the Davis-Bacon Act, the McNamara-O'Hara Service Contract Act, the Walsh-Healey Public Contracts Act, and even certain provisions of the Immigration and Nationality Act and the Consumer Credit Protection Act. In this session, policy experts will discuss how the priorities of the Trump Administration are likely to impact the Wage and Hour Division's regulatory and enforcement agenda in the areas of minimum wage, overtime, job-protected leave, joint employment, and more.

**Alex Passantino** PARTNER, SEYFARTH SHAW  
FORMER ACTING ADMINISTRATOR, DOL WAGE & HOUR DIVISION

**Mike Eastman** EEAC VICE PRESIDENT, PUBLIC POLICY

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**3:45 PM THE REGULATION OF THE U.S. WORKPLACE: EEOC'S PERSPECTIVE**

This keynote presentation by U.S. Equal Employment Opportunity Commission Acting Chair Victoria Lipnic will lay out several of the challenging regulatory and policy issues currently facing the Commission. Ms. Lipnic will share her "always-grounded-in-the-real-world" thoughts on how the EEOC's strategic enforcement priorities might shift during President Trump's Administration, and what those changes might mean for employer compliance and diversity programs.

**Hon. Victoria Lipnic** ACTING CHAIR, EEOC

**Rae Vann** EEAC GENERAL COUNSEL

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**4:45 PM 2017 SUPREME COURT UPDATE**

Hear from a leading U.S. Supreme Court advocate on what the Court's 2017 term is likely to mean for labor and employment policy, including the legality of class waivers in mandatory arbitration agreements and the scope of the EEOC's subpoena authority. The presentation also will feature a discussion of the Senate confirmation hearings for Supreme Court nominee Judge Neil Gorsuch, which are scheduled to begin just two days before our annual conference gets underway.

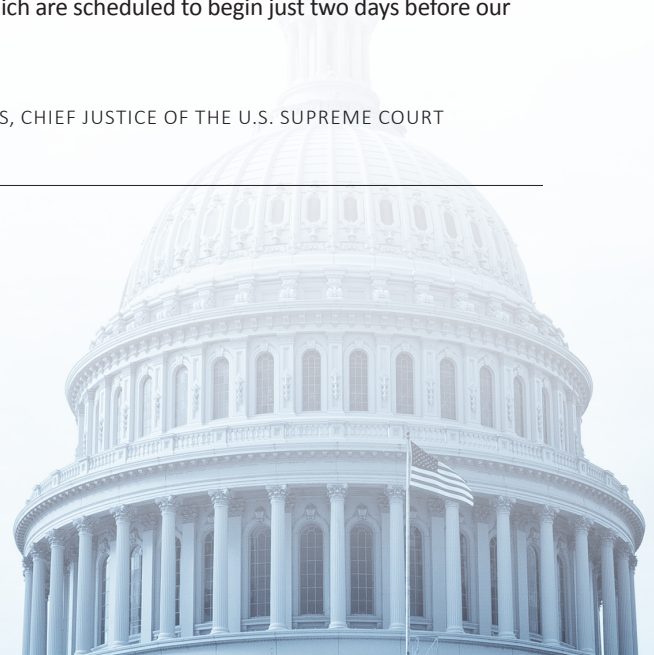
**Fred Liu** PARTNER, HOGAN LOVELLS

FORMER LAW CLERK TO THE HON. JOHN G. ROBERTS, CHIEF JUSTICE OF THE U.S. SUPREME COURT

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**5:30 PM WELCOME RECEPTION**

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7:30 AM

**NETWORK SESSIONS**

Meet with fellow 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 EEAC 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 EEAC members.

**Chris Gokturk** EEAC SENIOR ADVISOR

**Danny Petrella** EEAC SENIOR COUNSEL

**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 EEAC members who have experienced both the successes and challenges of designing, developing, implementing, and defending functional AAPs.

**Lance Gibbons** EEAC SENIOR COUNSEL

**Matt Nusbaum** EEAC SENIOR COUNSEL

**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 EEAC members in this open-forum discussion around workplace compliance and diversity best practices.

**John Annand** EEAC COUNSEL

**Joe Vele** EEAC COUNSEL

8:45 AM

**OFCCP COMPLIANCE AND ENFORCEMENT – PAST, PRESENT, AND FUTURE**

Capping one of the most aggressive enforcement periods in recent memory, the final days of the Obama Administration saw the U.S. Department of Labor take the unprecedented step of filing eight new lawsuits against federal contractors for allegedly violating their OFCCP-enforced requirements, including claims of pay discrimination, hiring discrimination, failure to develop a “sufficient AAP,” and denial of access. In this session, a panel of EEAC staff attorneys will discuss the details of these lawsuits, examine the agency’s policy and enforcement accomplishments over the past eight years, and preview what OFCCP enforcement will look like in the new administration.

**John Annand** EEAC COUNSEL

**Lance Gibbons** EEAC SENIOR COUNSEL

**Matt Nusbaum** EEAC SENIOR COUNSEL

**Danny Petrella** EEAC SENIOR COUNSEL

10:15 AM

**THE IMPLICATIONS OF IMMIGRATION AND BORDER POLICY ON WORKPLACE COMPLIANCE, DIVERSITY, AND RISK MANAGEMENT**

Recent turbulence surrounding U.S. immigration and border policies has left many EEAC members wondering when, where, and how their immigration-related policies and programs will be affected. In this fireside chat session, one of the nation’s leading immigration policy experts will explore the impact of travel bans, sanctuary cities, border walls, legacy policies, and enforcement budgets on workplace compliance, diversity, and risk management programs.

**Theresa Cardinal Brown** DIRECTOR OF IMMIGRATION POLICY, BIPARTISAN POLICY CENTER

**Mike Bracken** EEAC SENIOR COUNSEL

11:15 AM

**EXECUTIVE ACTION IN THE NEW ADMINISTRATION**

President Trump has been very active in his first few weeks in office, signing dozens of Executive Orders, Presidential Memoranda, and other policy documents. While some of these have a more direct impact on workplace compliance obligations than others, many will have a lasting impact on how the new administration will make and change employment policy. This presentation will review the legacy of workplace-related executive actions implemented during the Obama Administration, the transition to the new Administration, and new executive actions that are already beginning to impact workplace compliance.

**Mike Eastman** EEAC VICE PRESIDENT, PUBLIC POLICY

12:00 PM

**ASSOCIATION BUSINESS MEETING: DIRECTOR AND OFFICER ELECTIONS**

12:15 PM

NETWORK LUNCHEON

**SIXTY-EIGHT DAYS IN: HOW THE TRUMP ADMINISTRATION IS ALREADY AFFECTING U.S. LABOR AND EMPLOYMENT POLICY**

As the domestic policy priorities of the Trump Administration come into focus, EEAC members have already begun experiencing their early effects both on, and in, the workplace. From immigration, to labor relations, to LGBTQ rights, to workplace compliance enforcement, much has already changed, and even more will soon. EEAC has invited one of the country's leading political analysts, and a very familiar face from a major cable news network, to share his views on what President Trump's Administration is likely to mean for the near-term future of U.S. labor and employment policy.

**Juan Williams** POLITICAL ANALYST AND FOX NEWS CHANNEL CO-HOST

2:15 PM

**WORKPLACE LEGISLATIVE PRIORITIES OF THE 115TH UNITED STATES CONGRESS**

How will Republican Party control of both the U.S. Senate and House of Representatives affect federal labor and employment policy during the first two years of the Trump Administration? And where do the GOP's labor and employment policy priorities stand in relation to "bigger picture" foreign and domestic policy priorities such as healthcare, national security, and tax reform? Answers to these and other important questions about the workplace legislative priorities of the 115th U.S. Congress will be answered during this panel presentation by top employment policy experts from the Senate Committee on Health, Education, Labor & Pensions, and the House Committee on Education and the Workforce.

**Kyle Fortson** LABOR POLICY DIRECTOR, U.S. SENATE HEALTH, EDUCATION, LABOR, AND PENSIONS COMMITTEE

**Ed Gilroy** DIRECTOR OF WORKFORCE POLICY, U.S. HOUSE EDUCATION AND WORKFORCE COMMITTEE

**Mike Eastman** EEAC VICE PRESIDENT, PUBLIC POLICY

3:15 PM

**NLRB UPDATE BY ACTING CHAIRMAN PHILIP MISCIMARRA**

Acting National Labor Relations Board Chairman Philip Miscimarra will provide his first-hand perspective on the significant decisions and actions of the NLRB during the Obama Administration, and provide an update on the Board's changing composition under the Trump Administration. Mr. Miscimarra will engage conference attendees in a discussion about issues that affect both union and non-union workplaces, including the Board's treatment of employee handbooks, work rules and employment policies; restrictions imposed by Board decisions on workplace investigations; the Board's invalidation of class action waiver agreements (an issue currently under review in the Supreme Court); and more.

**Hon. Philip Miscimarra** ACTING NLRB CHAIRMAN

**Lance Gibbons** EEAC SENIOR COUNSEL

4:15 PM

**THE CURRENT STATE OF CIVIL RIGHTS IN THE U.S. WORKPLACE**

Taking the long view is often critical to the development of sensible and sustainable policy, especially during periods of change. In this special roundtable discussion moderated by EEAC, a panel of leading civil rights experts from the Center for American Progress (CAP), the Human Rights Campaign (HRC), and other leading organizations will share their perspectives on what employers should be doing to assess and improve the current state of workplace civil rights in areas such as gender pay equity, racial discrimination and harassment, LGBTQ equality, immigration, and more.

**Beck Bailey** DEPUTY DIRECTOR OF EMPLOYEE ENGAGEMENT, WORKPLACE EQUALITY PROGRAM, HRC

**Jocelyn Frye** SENIOR FELLOW, CENTER FOR AMERICAN PROGRESS

**Thomas A. Saenz** PRESIDENT AND GENERAL COUNSEL, MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND

**Hilary O. Shelton** SENIOR VICE PRESIDENT, ADVOCACY AND POLICY, NAACP

**Robert J. O'Hara** EEAC BOARD CHAIR

5:30 PM

**NETWORK RECEPTION**

8:00 AM

**"OUR TAKE" – INTERPRETING AND EXPLAINING FEDERAL LABOR AND EMPLOYMENT POLICY CHANGES**

You've heard from the regulators, pundits, and policymakers ... now hear from your staff about what it all means! This breakfast session will combine the features of our traditional **EEAC Staff Update** with the format of our new **MemberAssist Live!** breakfast, where EEAC's attorneys will explain the policy changes taking place in the new administration, offer their predictions on how these changes will affect our members, and answer your most pressing policy, enforcement, and compliance management questions in a members-only, confidential setting.

**John Annand** EEAC COUNSEL

**Mike Eastman** EEAC VICE PRESIDENT, PUBLIC POLICY

**Jaime Novikoff** EEAC SENIOR COUNSEL

**Rae Vann** EEAC GENERAL COUNSEL

**Mike Bracken** EEAC SENIOR COUNSEL

**Lance Gibbons** EEAC SENIOR COUNSEL

**Danny Petrella** EEAC SENIOR COUNSEL

10:15 AM

**PRACTICAL APPROACHES TO MANAGING COMPLIANCE WITH STATE AND LOCAL REQUIREMENTS**

The city of Philadelphia recently joined a growing number of jurisdictions—including California, New York, and Massachusetts – that have established **new pay equity requirements** directly impacting the workplace compliance and risk management programs of EEAC members. These requirements are just one dimension of a rapidly evolving patchwork of state and local laws affecting policies on **paid leave, overtime eligibility, predictable scheduling, veterans preferences, minimum wage,** and more. In this final session of the conference, a panel of EEAC members will share their approaches to managing these requirements and offer practical suggestions that all EEAC members can consider when developing their state and local workplace compliance programs.

11:45 AM

**CLOSING REMARKS AND ADJOURNMENT**

**Joe Lakis** EEAC PRESIDENT

**THANK YOU TO OUR SPONSORS!**

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## CONTINUING LEGAL EDUCATION

EEAC intends to apply for CLE credit for select jurisdictions for our 2017 Annual Meeting and 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: EEAC 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@eeac.org](mailto:info@eeac.org). Requests for tuition waivers cannot be accepted at the door.

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## SHRM & HRCI CERTIFICATION

EEAC, an approved SHRM recertification provider and HRCI approved provider, intends to apply for recertification credit for the 2017 Annual Meeting and Policy Conference with each of these organizations.

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## REGISTRATION

Registration fee for EEAC's Annual Meeting and Policy Conference is \$950.

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## LODGING

JW Marriott Hotel  
1331 Pennsylvania Ave NW  
Washington, DC 20004  
1-800-393-2503

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## SPONSORSHIP OPPORTUNITIES

Contact Blake Goldmerstein at [bgoldmerstein@eeac.org](mailto:bgoldmerstein@eeac.org) or 202-629-5696.

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## CANCELLATION POLICY

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

Failure to notify EEAC 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 company, as described above, credits to a future EEAC program will not be offered. Refunds for cancellations are processed after the program's date of completion.

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## QUESTIONS

Contact Samantha Wittie at [swittie@eeac.org](mailto:swittie@eeac.org) or 202-629-5633.