



N09-47

EEAC's 2009 Fall Meeting (Detailed Agenda and Registration Information)

**Wednesday-Friday, October 14-16, 2009
Marriott St. Louis at Union Station
St. Louis, MO**

Program details are now complete for EEAC's 2009 Fall Meeting, which will be held on **October 14-16** at the **Marriott St. Louis at Union Station** in **St. Louis, Missouri**. Registration information and a detailed meeting agenda are attached. The dress code is business casual and Friday is "corporate logo" day.

Please note that the room block being held by the hotel for EEAC fall meeting attendees expires on **September 14**, so you should register now. Registration information is attached, or you also may register online at <http://www.eeac.org/meetings/>.

Meeting highlights include:

- Opening remarks by **EEOC Commissioner Constance Barker**.
- Luncheon presentation by **Tino Cuéllar, Special Assistant to the President for Justice and Regulatory Policy, White House Domestic Policy Council**.
- A **member company panel** presentation on OFCCP Regional Enforcement Variations.
- The traditional **EEAC Staff Update** on the latest compliance and Obama Administration policy initiatives, including **E-Verify**, proposed **ADAAA regulations**, new notice and reporting requirements, and other timely, late-breaking topics.
- **Three Concurrent Workshops:** 1) *Are You Taking Steps To Prepare for Defending a Lilly Ledbetter Fair Pay Act Discrimination Claim?* 2) *The ICE-Man Cometh: Immigration Worksite Enforcement Update*; and 3) *The Practical Implications of Ricci v. DeStefano (the New Haven Firefighters case)*.
- Wednesday pre-meeting sessions demonstrating two new EEAC compliance tools: a **simplified applicant tracking software** and an **enhanced Impact Ratio Analysis (IRA) Excel Workbook**.
- The first meeting of EEAC's new **Future Leaders Network**.
- Wednesday Night Welcoming Reception and Thursday Night Reception and optional Networking dinners.

Questions about registering for EEAC's 2009 Fall Membership Meeting should be directed to EEAC's Program Line at 202-629-5655.

9/11/09

All EEAC seminars qualify for recertification credit from the Human Resource Certification Institute.

EEAC'S 2009 FALL MEMBERSHIP MEETING

DETAILED AGENDA

WEDNESDAY, OCTOBER 14

Pre-Meeting Sessions

Demonstration of Two New EEAC Compliance Tools

4:30 p.m. – 5:30 p.m.
(Burlington Route Room)

EEAC's Chris Gokturk and Joe Lakis will be conducting demonstrations of two new EEAC compliance tools:

(1) A **new, simplified applicant tracking software** designed specifically for companies that have facilities that currently use paper and pen or Excel worksheets to keep track of their applicants, or companies (both large and small) that currently use recruiting software that does not provide usable compliance data; and

(2) An **enhanced Impact Ratio Analysis (IRA) Excel Workbook** that now includes additional features such as a “most-favored-group” calculator and analyzer for evaluating transactions data by minority subgroup, user-activated visual warning signals to identify common data-entry errors and to identify statistically significant selection rate disparities, the ability to display or hide the statistical results at the touch of a button, and format improvements that allow users to annotate and print professionally-designed reports for internal or external (OFCCP) dissemination.

Future Leaders Network Group

4:30 p.m. – 5:30 p.m.
(Wabash/Cannonball Room)

EEAC's new **Future Leaders Network** is holding a “meet-and-greet” session for all interested meeting attendees. The FLN was established earlier this year to provide a communication and networking channel for professionals in the earlier stages of their careers to connect, engage, discuss, and learn about issues that are relevant to them. Although the majority of FLN events will be “virtual,” this session will provide an opportunity for anyone interested to stop by and meet some of their counterparts from other EEAC member companies. Please plan on joining us.

Early Registration

3:30 p.m. – 5:30 p.m.
(Foyer B)

Welcoming Reception
Hosted by EEAC Member
Affiliated Computer Services, Inc. (ACS)
5:45 p.m. – 7:00 p.m.
(Regency A)

The Welcoming Reception provides attendees arriving for the meeting the opportunity to get together in an informal setting to renew acquaintances and to meet new friends. We want to express a special thanks to **Lora Villarreal and ACS** for hosting this year's welcoming reception.

THURSDAY, OCTOBER 15

Registration
7:30 a.m. – 9:00 a.m.
(Foyer B)

General Session
8:15 a.m. – 12:00 noon
(Regency C)

Thursday morning's opening session will begin with an address by **EEOC Commissioner Constance Barker**. Commissioner Barker will update EEAC members on recent developments at the EEOC, including the nomination of a new Chair, systemic enforcement efforts, pending regulatory proposals, and other matters of interest to EEAC members.

Commissioner Barker's opening remarks will be followed by the **EEAC Staff Update**. In addition to the usual across-the-board issues update, this year's staff update will feature extended briefings on the new E-Verify requirements for federal contractors, the proposed ADA Amendments Act regulations (expected at anytime), and any late-breaking Obama Administration initiatives.

Luncheon

12:00 noon – 1:45 p.m.
(Grand E)

Tino Cuéllar

**Special Assistant to the President for Justice and Regulatory Policy
White House Domestic Policy Council**

Concurrent Workshops

2:00 p.m. – 3:30 p.m.
and repeated
3:45 p.m. – 5:15 p.m.

***Workshop 1: Are You Taking Steps To Prepare for Defending a Lilly Ledbetter Fair Pay Act
Discrimination Claim? (Regency B)***

Under the recently-enacted Fair Pay Act, each paycheck that carries forward alleged prior discrimination, no matter when it occurred, restarts the period for filing a timely EEOC charge. Moreover, the prior unlawful conduct can relate not only to actual discriminatory pay decisions, but to “pay influencing” decisions, such as performance evaluations, as well. As a result, EEAC members must now be prepared to defend against pay claims based upon a wide variety of employment decisions which may have occurred many years ago. This workshop will address two key issues: (1) what are likely to be deemed “pay influencing” decisions under the new law, and (2) what measures are EEAC members now taking to revise their record retention policies and compensation monitoring programs to enhance their ability to defend against claims asserted under the new law. This workshop will be facilitated by EEAC’s **Jeff Norris** and EEAC member company representatives **Jeanne Mathews** from **GE** and **Susan Dunnings** from **Lockheed Martin**.

***Workshop 2: The ICE-Man Cometh: Federal Immigration Worksite Enforcement Update
(Regency C)***

Department of Homeland Security (DHS) Secretary Janet Napolitano lists enforcement of the country’s immigration laws as one of her agency’s top three missions. In particular, DHS’s Immigration and Customs Enforcement arm is focusing on worksite enforcement and employers who hire illegal aliens. Consequently, employers are likely to see more ICE audits of employees’ I-9 Forms and employers’ employment verification processes, including E-Verify. This workshop will feature **Brett Dreyer, Unit Chief, Worksite Enforcement Unit, ICE, Office of Investigations** who will provide insight into ICE’s current worksite enforcement strategies. Topics to be covered will include which industries/sectors the agency is focusing on; what the process is for a typical ICE audit or inspection; what ICE investigators are looking for with regard to a review of I-9s; what might trigger an ICE “raid”; and what employers might do to prepare for (and avoid) ICE audits. A representative from the U.S. Department of Justice’s Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) also will be on hand to remind attendees of their nondiscrimination obligations under U.S. immigration laws and to provide an overview of the OSC’s enforcement efforts. EEAC’s **Judy Lampley** will moderate.

Workshop 3: The Practical Implications of Ricci v. DeStefano (Frisco/Burlington Route)

In *Ricci*, the U.S. Supreme Court held that the City of New Haven's decision to discard the results of firefighter promotions examinations that had adverse impact on minorities amounted to unlawful race discrimination against the white firefighters who scored well on the test. The Court's decision in *Ricci* is likely to affect how employers design and implement their testing and other employment selection programs, whether (and to what extent) they may act on statistical adverse impact after a test has been administered or a selection has been made, and what, if any, are the implications for the practice of voluntary affirmative action in the private sector. This workshop will analyze the practical implications of the *Ricci* case on both private sector employment testing and selection practices and voluntary affirmative action, as well as any likely impact the ruling may have on corporate diversity programs. EEAC's **Rae Vann** and **Joe Lakis** will moderate.

**Reception Hosted by EEAC Member
Mutual of Omaha
5:45 p.m. – 7:00 p.m.
(Grand C)**

Please join us at Thursday evening's reception for an opportunity to get together with other meeting attendees to review the day's events and chat with old and new friends. We want to express a special thanks to our EEAC member reception host **Liz Mazzotta and Mutual of Omaha**.

Optional Networking Dinners

Following the reception, attendees are encouraged to consider joining in one of a number of "networking" dinners that are held at local restaurants. Each dinner is coordinated and attended by one of our staff and/or Board of Director members, and gives you an opportunity to get to know other EEAC members over good food in a comfortable setting. Sign-up sheets will be available at the registration desk.

FRIDAY, OCTOBER 16

Continental Breakfast

7:30 a.m. – 9:00 a.m.
(Foyer B)

General Session

**EEAC Member Company Panel on OFCCP Compliance Evaluations:
How They Vary by Regional Office**

8:30 a.m. – 11:30 a.m.
(Regency C)

The OFCCP National Office has, over the years, attempted to standardize compliance evaluations across its six regions. Notwithstanding these efforts, however, there are today significant variations in how the regions manage their compliance workload. For EEAC members who have audit activity in multiple regions, it is important to be aware of these differences.

This general session presentation will consist of a company panel of six EEAC member representatives. Each one is experienced in managing OFCCP audits and is intimately familiar with the practices and protocols of his or her home region. The discussion will provide a comparative evaluation of how the various regions handle such things as scheduling audits, reviewing desk audit submissions, conducting preliminary statistical analyses of selections and compensation, requesting additional information, working with contractors to resolve outstanding issues, issuing notifications of noncompliance, and negotiating conciliation agreements. This session will be facilitated by EEAC's **Jeff Norris** and EEAC member company representatives **Cynthia Collver, BAE Systems; Marian Monnig, YRC Worldwide; Stella Raymaker, Waste Management; Irma Rodriguez, Coca-Cola; Darold Sawyer, Pratt & Whitney;** and **Louise Sheppard, Prudential.**

Informal Discussion Roundtables

11:45 a.m. – 12:45 p.m.

The fall meeting will close with three informal discussion roundtables: **EEO/AA Compliance** (Regency C), **FLSA Compliance Issues** (Regency A), and **Legal** (Regency B). These free-flowing participative sessions are open to all meeting attendees and are specifically designed to encourage the candid exchange of company experiences.

Meeting Adjourns

12:45 p.m.

2009 EEAC Fall Meeting Registration Information

To register for EEAC's 2009 Fall Meeting, please complete the attached form and send it with your payment to **EEAC Fall Meeting, Suite 400, 1501 M Street, N.W., Washington, DC 20005** or fax the form to **202-629-5651**. You also may register on-line at www.eeac.org or you can call our program line at **202-629-5655**.

Registrations received and paid **on or before October 7**, the fee is **\$475**. For registrations received and paid **between October 7 and October 14**, the fee is **\$500**.

Hotel Accommodations

A block of rooms is being held for EEAC meeting attendees until **September 14, 2009** by the **Marriott St. Louis at Union Station**, located at **One St. Louis Union Station in St. Louis, MO**. These rooms are available to EEAC members at a discounted rate of **\$172** for a single or double room. After September 14, rooms will be available on a "first come, first served" basis at regular rates. To make your hotel reservation, you must call the hotel directly at **800-410-9914**. Please remember that in order to acquire the discounted room rate, you must indicate that you are attending the EEAC Fall Membership Meeting.

Cancellation Policy

Full refunds will be made for cancellations received by EEAC **before October 7**. For cancellations received by EEAC **on or after October 7**, 50% of the registration fee will be refunded. **Refunds will be processed for cancellations received in writing only. Failure to notify EEAC of a cancellation in writing prior to the program may result in no portion of the registration fee being refunded.**

Use of Recording Devices and Auxiliary Aids or Services

Because the meeting sessions are designed to encourage attendees to be candid in their questions and comments, the use of audio and/or video recording devices is not permitted. In addition, discussions during the sessions are off-the-record and not for attribution to any particular individual or company. If because of a disability you will need auxiliary aids or services to participate in the meeting, please contact EEAC prior to the meeting.

Any questions concerning the EEAC 2009 Fall Membership Meeting program or registration should be directed to the EEAC Program Line at 202-629-5655.

**2009 EEAC Fall Membership Meeting
October 14-16, 2009**

Marriott St. Louis at Union Station

St. Louis, MO

Meeting Registration Form

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PLEASE TYPE OR PRINT CLEARLY	
Full Name	
Badge Name	
Title	
Company	
Address	
City/State/Zip Code	
Telephone Number	
Fax Number	
E-mail	

I will be attending my first EEAC membership meeting.

PAYMENT METHOD	
<input type="checkbox"/>	I have enclosed a check or money order payable to the Equal Employment Advisory Council in the amount of: \$ _____
Please charge my:	<input type="checkbox"/> American Express <input type="checkbox"/> MasterCard <input type="checkbox"/> Visa
Card Number:	_____ Exp. Date: _____
Print Name on Card:	_____
Billing address, if different from address above:	_____ _____
Signature:	_____