



March 25-27, 2015
JW Marriott Hotel

EEAC 2015 Annual Meeting and Policy Conference Agenda—Day One

Wednesday, March 25

Beginning at 1:00 PM	Registration & Networking Reception	Capitol Foyer
1:15 PM	New Attendee Orientation	Capitol Salons D and E
2:00– 3:00 PM	Welcome, Opening Remarks and EEAC Staff Update <i>U.S. Secretary of Labor Thomas E. Perez</i> <i>Robert J. O'Hara, EEAC Chair</i> <i>Elizabeth M. Mazzotta, EEAC Vice Chair</i> <i>Joseph S. Lakis, Jr., EEAC President</i>	Capitol Salons D and E
3:15– 4:15 PM	General Session: OFCCP Regulatory and Enforcement Update <i>Patricia Shiu, Director</i> <i>Office of Federal Contract Compliance Programs</i>	Capitol Salons D and E
4:15– 5:00 PM	General Session: EEOC Regulatory and Enforcement Update <i>Jenny Yang, Chair</i> <i>Equal Employment Opportunity Commission</i>	Capitol Salons D and E
6:00– 7:30PM	Welcome Reception <i>Generously Sponsored by International Paper</i>	Pennsylvania Avenue Terrace

EEAC 2015 Annual Meeting and Policy Conference Agenda—Day Two

Thursday, March 26

8:00 AM	EEAC Communities Meetings <i>Generously Sponsored by Marriott</i> <ul style="list-style-type: none">• Best Practices Community• Functional Affirmative Action Plan Community (FAAP)• Applicant Tracking System (ATS) User Group Communities: Taleo and Kenexa BrassRing	Cannon Commerce Hart
9:00– 9:15 AM	General Session: Day 2 Overview	Capitol Salons D and E

Questions About This EEAC Notice?

EEAC Program Line: 202-629-5655 or info@eeac.org
N15-03_20150319



EEAC 2015 Annual Meeting and Policy Conference Agenda—Day Two (continued)

Thursday, March 26

9:15–10:45 AM **General Session:** Will 2015 Be a Boon or Bust for Employers at the Supreme Court? Capitol Salons D and E

*Tom Goldstein, Publisher
SCOTUSBlog*

11:00 AM–12:00 Noon **General Session:** The Diversity Explosion is America’s 21st Century Baby Boom Capitol Salons D and E

*William Frey, Ph.D.
The Brookings Institution*

12:30–2:00 PM **Luncheon** Grand Salon III

2:30 PM Breakout Sessions

2:30–3:45 PM **Breakout Session:** Diversity Criteria for Contract Awards: What the OMWI Standards for Federal Contractors May Mean for You Capitol Salon G

Matt Nusbaum, EEAC Senior Counsel

2:30–3:45 PM **Breakout Session:** Contractor Responsibility or Blacklisting? Grand Salon I and II

Mike Eastman, EEAC Vice President, Public Policy

2:30–3:45 PM **Breakout Session:** EEAC’s Employment Counsel Network Capitol Salon F

Rae T. Vann, EEAC General Counsel

4:15 PM Breakout Sessions

4:15–5:30 PM **Breakout Session:** Managing Your Section 508 IT Compliance Project: You’re More Prepared Than You Think Capitol Salon G

Cory Siansky, EEAC Vice President, Operations

4:15–5:30 PM **Breakout Session:** Evaluating the Impact of OFCCP’s Proposed Changes to the Sex Discrimination Guidelines Grand Salon I and II

*Danny Petrella, EEAC Vice President, Compliance Policy
Mike Eastman, EEAC Vice President, Public Policy*

4:15–5:30 PM **Breakout Session:** EEAC’s Employment Counsel Network Capitol Salon F

Rae T. Vann, EEAC General Counsel



EEAC 2015 Annual Meeting and Policy Conference Agenda—Day Two (continued)

Thursday, March 26

5:30–
7:00 PM

Networking Reception
Generously Sponsored by Aerotek

Courtyard Terrace
(2nd Level Access)

Beginning at
7:00 PM

Networking Dinners (Optional)
Advance, On-Site Registration Required at the Member Services and Registration Desk

Offsite

EEAC 2015 Annual Meeting and Policy Conference Agenda—Day Three

Friday, March 27

7:30–
9:00 AM

“Asked and Answered” Breakfast Reception
Generously Sponsored by Texas Instruments
EEAC Staff

Capitol Salon G

9:00–
10:15 AM

Preparing for Audits Under OFCCP’s Revised Scheduling Letter
William F. Holmes, EEAC Senior Policy Fellow
Danny Petrella, EEAC Vice President, Compliance Policy
Matt Nusbaum, EEAC Senior Counsel

Capitol Salons DEF

10:45–
11:45 AM

Employer Policy Priorities for a Divided Government
Mike Eastman, EEAC Vice President, Public Policy
Kai Hirabayashi, Senior Government Affairs Representative, Caterpillar, Inc.
Nicole Clifton, Vice President of Public Affairs, United Parcel Service

Capitol Salons DEF

11:45 AM–
12:00 Noon

Closing Remarks and Adjournment
EEAC Staff

Capitol Salons DEF



Guide to Conference Sessions

Day One—Wednesday, March 25

New Attendee Orientation

First time attending an EEAC conference? After checking in at our Registration and Member Services desk, new Annual Meeting attendees are encouraged to join us in Capitol Salons D & E where EEAC staff will provide a brief overview of what to expect from your conference experience.

EEAC Welcome, Opening Remarks and Staff Update

OFCCP Regulatory and Enforcement Priorities

EEAC is pleased to once again welcome **OFCCP Director Patricia Shiu** to the Annual Membership Meeting. As she has in past years, Director Shiu will update EEAC's members on the most pressing issues arising under the laws and regulations that her agency enforces. She is expected provide an overview of OFCCP's regulatory and enforcement priorities in 2015 and 2016 and discuss the impact of the agency's final disability and veteran regulations and the recently approved changes to OFCCP's desk audit scheduling letter.

EEOC Regulatory and Enforcement Priorities

The presentation by **EEOC Chair Jenny Yang** will update meeting attendees on the Commission's ongoing policy initiatives and enforcement priorities, including its continued emphasis on systemic enforcement, anticipated changes to the rules governing corporate wellness programs, and efforts to improve the quality of EEOC charge investigations and conciliations.

Day Two—Thursday, March 26

EEAC Communities Meetings (ATS User Groups, FAAP Network, Best Practices Community)

Will 2015 Be a Boon or Bust for Employers at the Supreme Court?

By the end of June, the U.S. Supreme Court will have decided several "blockbuster" cases involving important issues to employers – including the scope of federal agency regulatory rulemaking authority (*Perez v. Mortgage Bankers Association*); the authority of courts to review EEOC conciliation efforts (*Mach Mining v. EEOC*); whether Title VII imposes a duty to accommodate pregnancy (*Young v. UPS*); and the circumstances under which an employer will be considered on official notice of the need for workplace religious accommodations (*EEOC v. Abercrombie & Fitch*).

Given the legal and practical significance of these issues to EEAC members, renowned U.S. Supreme Court advocate **Tom Goldstein** will kick off the second day of our conference with a substantive, practical and fascinating look at the High Court's current docket of labor and employment cases. In addition to co-founding and serving as Publisher of [SCOTUSblog](#) – a Peabody Award-winning weblog devoted to comprehensive coverage of the Supreme Court – Tom is one of the nation's most experienced Supreme Court practitioners, having argued before the Court in 34 cases, including serving as employer's counsel in the *Mach Mining* case.

The Diversity Explosion is America's 21st Century Baby Boom

Brookings Institution **Senior Policy Fellow, Dr. William Frey**, is an internationally known demographer specializing in race, immigration, urban populations, political demographics and the U.S. Census. He will deliver an engaging and thoughtful presentation to discuss the findings from his latest book, [Diversity Explosion](#).

Note: Dr. Frey's book will be on sale at the Member Services desk in the Capitol Foyer during the luncheon hour.

Diversity Criteria for Contract Awards: What the OMWI Standards for Federal Contractors May Mean for You

The Dodd-Frank Wall Street Reform and Consumer Protection Act contains a small provision with potentially large impact that could affect your company's ability to do business with federal financial agencies. Section 342 establishes Offices of Minority and Women Inclusion (OMWI) tasked with considering the diversity of potential contractors' workforces, and those of their subcontractors, when awarding contracts, and potentially recommending the cancellation of contracts and/or referring potential enforcement matters to OFCCP. In this session, **EEAC's Senior Counsel Matt Nusbaum**, will review the requirements of Section 342, actions taken so far by federal financial agencies to comply with its provisions, as well as proposed standards and how they might affect your organization.

Contractor Responsibility or Blacklisting?

The Fair Pay and Safe Workplaces Executive Order is among the most controversial policies adopted as part of President Obama's Year of Action. **EEAC's Vice President of Public Policy Mike Eastman** will conduct a briefing on the Executive Order and lead a discussion about how the Administration may propose implementing it.

EEAC's Employment Counsel Network

This session, moderated by **EEAC's General Counsel Rae Vann**, will give member companies' in-house employment counsel a valuable opportunity to meet, as well as to benchmark and exchange best practices with one another on employment law developments in a confidential, "off-the-record" setting.

Evaluating the Impact of OFCCP's Proposed Changes to the Sex Discrimination Guidelines

OFCCP's recently proposed significant changes to the agency's "Sex Discrimination Guidelines," a regulation that sets forth interpretations and guidelines for implementing Executive Order 11246's nondiscrimination and affirmative action requirements pertaining to sex. The Guidelines have not received a substantive update since they were first issued in 1970. This session, led by **EEAC Vice President of Compliance Policy Danny Petrella and EEAC Vice President of Public Policy Michael Eastman**, will evaluate the impact of OFCCP's proposed changes, including the proposal to impose an affirmative obligation on contractors and subcontractors to provide workplace

accommodations on the basis of pregnancy, an issue currently before the Supreme Court in *Young v. UPS, Inc.*

Managing Your Section 508 IT Compliance Project: You're More Prepared Than You Think

When OFCCP revised its Section 503 regulations covering persons with disabilities in 2014 the agency declined to formally adopt Section 508 accessibility standards into OFCCP's realm of affirmative action regulatory oversight, but did retain the standards as an example of the best practices in making information technology systems (including applicant tracking systems) accessible to persons with disabilities. In a presentation geared to compliance practitioners, **EEAC Vice President of Operations Cory Siansky** will discuss how covered federal contractors can approach a Section 508 accessibility review including standing up a project team, assess current accessibility readiness, respond to identified gaps, and build organizational processes to remain compliant on a going-forward basis.

Day Three—Friday, March 27

“Asked and Answered” Breakfast Reception

Wake up early with our Friday morning Q&A-style breakfast reception. The EEAC staff will answer in a semi-structured format answering your questions and serving up best practices and connections. Grab a plate, some coffee and mix it up with colleagues or just sit back and watch the conversation unfold.

Preparing for Audits Under OFCCP's Revised Scheduling Letter

OFCCP recently revised scheduling letter significantly expands the types of data compliance officers will review at the earliest stages of an audit, including employee-level compensation data and applicant and hire data by race and ethnic “subgroup.” These changes mean that OFCCP compliance officers will be in a position to perform far more detailed analyses of a contractor's transaction and compensation data earlier in the compliance evaluation, making it even more important for federal contractors to conduct similar analyses in advance. This session with **EEAC Senior Policy Fellow William Holmes, EEAC Vice President of Compliance Policy Danny Petrella, and EEAC Senior Counsel Matt Nusbaum**, will offer practical suggestions for EEAC members to increase their level of audit readiness and the factors to consider in putting together a desk audit submission under the new scheduling letter.

Employer Policy Priorities for a Divided Government

With control of government divided, what's next in the development of employment policy? What are the challenges? Where are the opportunities? Moderated by **EEAC Vice President of Public Policy Mike Eastman**, a panel of federal government affairs experts from EEAC member companies will share their perspective and discuss some of the specific initiatives that are priorities for their companies in the coming year.



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