

**Our History of Previous Meeting Topics:**

**January 2019: Annual Membership Mixer**

Tuesday, January 16, 2019

Location: Ska Brewing

5:00 - 7:00 PM

*Free Event*

**December 2018: Crisis vs. Stress by Dr. Nicola Dehlinger, ND, Pura Vida**

Tuesday, December 11, 2018

Location: DoubleTree Hotel

12:00 - 1:00 PM

**November 2018: Responding to Suicide by Claire Ninde, Director of Communications, San Juan Basin Public Health**

Thursday, November 15, 2018

Location: DoubleTree Hotel

12:00 - 1:00 PM

This session will provide a review of suicide prevention efforts in the community, resources to support friends, family, and co-workers and a review of available intervention trainings.

**October 2018: What the Adult Education Center can offer to HR by Teresa Mallone**

Thursday, October 11, 2018

Location: FNB Durango Community Room

12:00 - 1:00 PM

**September 2018: Litigation Holds by Lynne Scholler**

Thursday, September 13, 2018

Location: Strater Hotel

8:30 AM - 11:00 AM

## **August 2018: Annual Employment Law Update by Bechtel, Santo and Severn**

Wednesday, August 8, 2018

Location: DoubleTree Hotel

8:00 AM - 4:00 PM

Agenda:

*Legal & Legislative Update.* Laws, regulations, court cases, etc. that impact the human resources field don't just come up yearly or monthly; they come up every day. Our ever-changing field demands that employers stay abreast of all the changes. So, this session will provide an update on recent changes to Colorado and federal law and recent employment decisions by Colorado courts and the United States Supreme Court.

Presenter: Michael Santo.

*The Ins and Outs of Investigations in the Era of #metoo: Who, What, When, and Why.* In this session, we will begin by discussing the types of unlawful conduct that give rise to a duty to conduct an investigation. Then we will discuss how to know when you need to conduct an internal workplace investigation, who can conduct an investigation, what a workplace investigation should include, pitfalls to avoid in conducting an investigation, how to spot potential "me too" issues that arise during an investigation, and how to successfully conclude an investigation.

Presenter: Alicia Severn.

*Employee Handbooks: Do I Need One? Yes!* Handbooks are very important for all organizations, no matter how big or small. Organizations should also update their Handbooks regularly. This talk will go over the importance of Employee Handbooks, how Handbooks can be used to protect an organization, and how to cover some of the trickiest topics.

Presenter: Emily Tichenor.

*Employment Law Jeopardy.* Let's make it true daily double, Alex! In this session, the attorneys will present various employment-law answers, and then ask for your feedback on what you think the Jeopardy-style question is. We will then talk about the topic raised and discuss tips for making sure your organization is complying with the law. Presenters: Michael Santo, Alicia Severn, and Emily Tichenor.

*Reasonable Accommodations in the Workplace: What You Need to Know.* Generally, when an organization discusses "reasonable accommodations" with an employee, the focus is only on the Americans with Disabilities Act. That is sooooo 2011. Today, organizations need to consider not just reasonable accommodation under the ADA, but also under the ever-expanding world of religious accommodation and pregnancy accommodation circumstances. In this session, we will focus on our old friend the ADA, including court decisions and EEOC pronouncements related to reasonable accommodations and how accommodations may be made. Then we will discuss reasonable accommodations under other statutes. By the end of this session, you will have a good idea of what reasonable accommodations are under a variety of statutes, when they need to be implemented, and issues to watch for in the workplace.

Presenter: Alicia Severn.

*Top 10 Employment Law Pitfalls That Every Employer Should Watch For.* From wage-and-hour issues, to hiring decisions, to termination issues, to unemployment issues, etc., it seems that there are lot of pitfalls out there. In this seminar, we'll go over some of the more common missteps and address how to avoid them.

Presenter: Michael Santo

**July 2018: Managing Healthcare Costs**

Thursday, July 19, 2018

Location: FNB Durango Community Room

12:00 - 1:00 PM

**June 2018: Neuroscience of Trust by Suzy Phare of Real Ideal Coaching**

Wednesday, June 13, 2018

Location: Oak Room/Strater Hotel

12:00 - 1:00 PM

**May 2018: Harassment/Discrimination with Michael Santo**

Thursday, May 17, 2018 from

Location: Strater Hotel

8:30 AM - 11:00 AM

**April 2018: How to WOO your Bosses, Employees and Applicants with Business Entertaining Etiquette by Emily Spencer, CWP, Strater Hotel.**

Thursday, April 16, 2018

Location: Strater Hotel

12:00 – 1:00 PM

**March 2018: Creative Recruitment & Retention Strategies by Chloe Wiebe, Assistant Director & Ray Lucero, Workforce Director, of the SW Workforce Sub-Area.**

Thursday, March 8, 2018

Location: Fairgrounds Extension Building

12:00 pm - 1:00 pm

**February Meeting: Dealing with Change presented by Dr. Barb of DurangoLearn.**

Thursday, February 15, 2018

Location: Strater Hotel

12:00 pm - 1:00 pm

**January 2018: Annual Membership Mixer**

Thursday, January 25, 2018 5:00 - 7:00 AM

Space, next to the Rochester Hotel, 734 East 2nd Avenue

**November 2017: "FLSA - Digging Deeper" Presented by Michael Santo, Bechtel & Santo**

We never have enough time at the legal update to discuss the constantly change regulations of the FLSA. Because of this, Michael Santo will be discussing the FLSA in detail - Bring your questions.

Location: Strater Hotel

10:00 am - 12:30pm

**October 2017: "Bring Your Own Device (BYOD) Landscape" Presented by Ryan Bono and Larry Holiday, Seccuro Group, LLC**

Cancelled

Organizations need to consider three positive outcomes of BYOD and weigh them against their own risk tolerance when formulating an official BYOD strategy. Our discussion will address the risks and solutions that face your organization including: jail breaking devices, bypassing restrictions, vulnerable devices, wireless access points, email exposure, ad-ware, spy-ware, permissions, cloud-based storage services, and lost/stolen devices.

Location: San Juan Basin Health

**September 2017: "Technology & Employee Benefits, including a update on the local health insurance market for 2018" Presented by Matthew Sarchet of Warner Pacific Insurance Services**

Learn how technology is changing everything we currently know about employee benefits, from enrollment to accessibility. In the near future, benefit administration will become easier, more streamlined, and more efficient for both HR and their employees. We will also discuss what is

happening for 2018 on a local basis here in Durango, for both individual and Small Group employers...2-99 employees.

Location: Henry Strater Theatre

12:00-1:00pm

**August 2017: "2017 Employment Law Update" Presented by Michael Santo**

Session 1: 2017 Legislative & Case Law Update

Session 2: How to Master Internal Workplace Investigations

Session 3: Employers, Immigration Law, and Retaliation: Navigating the Hot Topics in Employment Law

Session 4: 2017 Employment Law Panel Discussion

Session 5: The Changing Landscape of the Fair Labor Standards Act; Status of Changes to the Salary-Basis Test

and the Expansion of Collective/Class Action Lawsuits Against Employers

Session 6: The ADA and the ADAA Today; Current Trends and Strategies for Compliance

Location: DoubleTree Hotel

8:00am - 4:00pm

**July 2017: "Stress Management: Workplace Wellness, 10 Tips to Optimize Performance" Presented by Dr. Nicola St. Mary, ND, Pura Vida Healthcare**

Location: First National Bank of Durango

12:00 - 1:00pm

**June 2017: "Customer Service towards your Employees..." Presented by Michelle Garnett**

Location: San Juan Basin Public Health

12:00 - 1:00pm

**May 2017: "FMLA & ADA" Presented by Michael Santo**

The time since the passage of the Americans with Disabilities Act has proven that employers need to be diligent regarding their obligations under the Act. For example, is the employee with performance issues entitled to a reasonable accommodation to improve that performance? Or is the employee who frequently misses time entitled to leave, even if they don't request it. Further, do such leaves require an

employer to return the employee to the same position after that leave ends? This talk will discuss the increasing obligations required of employers under the ADA. It will also discuss how those obligations interact with the Family and Medical Leave Act and Colorado's Workers' Compensation laws.

Location: DoubleTree Hotel

8:30 - 10:30am

#### **April 2017: "Table Topics" Round Table Discussion**

Creative recruiting strategies for SW Colorado

Benefit comparison and open discussion on staying progressive

Child care (lack of facilities is turning in to a crisis for some of our employees

CO House Bill 16-1432 (Personnel Files)- how to put it in to practice/ training for supervisors

Pregnant Workers Fairness Act- how to put it in to practice

Employee Engagement/ Development- resources in the community to develop our own

Location: First National Bank

12:00 - 1:00pm

#### **March 2017: "Rethinking Performance Evaluations" Presented by Betsy Fitzpatrick, Director of Human Resources, StoneAge Tools**

Q: Does the dreaded Annual Performance Review give you hives?

A: Of course it does! Pretty much everybody on the planet hates the process.

We'll spend this session: Exploring what innovative companies are doing to revamp the performance review process, identifying a few time saving tools to help you along the way, and taking a look at how we've approached this challenge here at StoneAge.

Location: StoneAge Tools

12:00 - 1:00pm

#### **February 2017: "Rethinking your Game Plan of Empowering and Supporting your Employees' Health and Wellbeing" Presented by Saralyn Crock, Area VP Business Development, Arthur J. Gallagher & CO.**

Location: San Juan Basin Health

12:00 - 1:00pm

**January 2017: Annual Membership Mixer**

Come join us for our annual after-hours mixer. We will be voting on officers and bi-laws. Please invite other potential members - this is a no cost event.

Location: Durango Space

5:30 - 7:30pm