



Everyday Matters
Thursday, June 15, 2017
Chenal Country Club, Little Rock, AR
9:15 a.m. - 3:30 p.m.
(8:30 - 9:15 a.m. Registration)

First Name: _____ Last Name: _____
Company: _____
Address: _____ City: _____ State: _____ Zip: _____
Email: _____ Phone: _____

Additional Registrants:

First & Last Name: _____ Email: _____
First & Last Name: _____ Email: _____
First & Last Name: _____ Email: _____
First & Last Name: _____ Email: _____
First & Last Name: _____ Email: _____

Registration Fees:

Early Registration (before June 1st) \$95 x _____ = \$ _____
Registration (after June 1st) \$115 x _____ = \$ _____
Group Discount (5 or more) \$90 x _____ = \$ _____
Students \$55 x _____ = \$ _____
TOTAL \$ _____

**Register
Online!**
www.cahra.net

Please Note: No refunds after June 1, 2017. Attendee substitutions will be allowed.

<p>Make Checks Payable to: <u>CAHRA</u> Mail with form to:</p> <p>CAHRA PO Box 25964 Little Rock, AR 72221</p> <p>Or FAX to (501) 224-0988</p>	<p>Check #: _____</p> <p>Visa MasterCard Discover AmEx</p> <p>CC #: _____</p> <p>Exp: _____ CVV: _____</p> <p>Name on Card: _____</p> <p>Billing Address (if diff from above): _____</p> <p>_____</p>
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AGENDA

8:30 - 9:15 am - Registration

9:15 - 10:15 am - Session 1

Salon A/B: Maggie Young of Southwest EAP and Erika Gee of WLJ: *Medical Marijuana and Reasonable Suspicion Testing*

10:15 - 10:30 am - Break

10:30 - 11:30 am - Session 2 (Concurrent)

Salon A/B: Missy Duke of CGWG : *Life Cycle of an Employee*

Salon C: Amber Bagley of CGWG and Dr. Joyce Fowler of The Fowler Institute: *Psychological Health in the Workplace*

11:30 am - 12:00 pm - Lunch (Salon A/B)

12:00 - 1:00 pm - Key Note Panel Speakers

Salon A/B: Wayne Young of Friday Firm, Stuart Jackson of WLJ, Mary Cooper of Windstream, Allison Cox of Simmons Bank: *Everyday Issues You Don't See Every Day*

1:00 - 1:15 pm - Break

1:15 - 2:15 pm - Session 3 (Concurrent)

Salon A/B: Judith Tavano and Sheila Moss: *From Buddy to Boss*

Salon C: Tiffany Senavinin of Maverick: *EEOC, It Can Happen to You*

2:15 - 2:30 pm - Break

2:30 - 3:30 pm - Session 4 (Concurrent)

Salon A/B: Courtney Richter of UAMS: *Immigration Issues*

Salon C: Jon Harrison of VIP2: *Looking at Leadership through a Different Lens*

The Central Arkansas Human Resource Association is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.



This program has been submitted for General Recertification credit hours toward aPHR, PHR, SPHR, and GPHR certification through the HR Certification Institute.



Thank you to our Sponsors:



SPEAKERS & TOPICS

Maggie Young of Southwest EAP & Erika Gee of Wright Lindsey Jennings
Medical Marijuana and Reasonable Suspicion Testing

The new Arkansas Medical Marijuana Act is sure to bring new challenges for employers. Receive an overview of the new law and review the basics of reasonable suspicion testing including defining and understanding reasonable suspicion testing, managerial responsibility and requests, and the criteria for reasonable suspicion testing. This session will leave you with an understanding of the components of reasonable suspicion testing.



Missy Duke of Cross Gunter Witherspoon & Galchus
Life Cycle of an Employee (Concurrent Session)

Review the phases of an employee's "life" with your company. This session will provide tips, legal insight, and best practices related to conducting interviews and performance reviews; handling discipline and problem employees; and, minimizing risk when terminating employees.



Amber Bagley of Cross Gunter Witherspoon & Galchus & Dr. Joyce Fowler of The Fowler Institute
Psychological Health in the Workplace (Concurrent Session)

Learn the importance of the psychological health of your employees and receive an introduction to the interface of psychology and human resource management. Learn to identify behavior that may require psychological services; develop a general understanding of the legal requirements in utilizing psychological interventions as a tool in workplace issues; and, learn methods for building bridges in order to access psychological services.



Wayne Young of Friday Eldredge & Clark, Stuart Jackson of Wright Lindsey Jennings, Mary Cooper of Windstream, and Allison Cox of Simmons Bank
Everyday Issues You Don't See Every Day



Just because you may have not had to deal with a particular issue yet, doesn't mean you won't! This panel of speakers will provide strategies for addressing employee issues that may be uncommon or occur infrequently so that you are better prepared when such issues inevitably arise.

Judith Tavano of Trainique LLC & Sheila Moss of Information Solutions Team

From Buddy to Boss (Concurrent Session)

Just yesterday you were one of them. Now you are their supervisor; their boss. This session will help you gain your footing and prove to yourself, those you supervise, and your leadership that you belong in your new role. This session will help you identify the ways people are motivated; develop strategies for effective workplace and virtual engagement; and hone your messaging skills.



Tiffany Senavinin of Maverick
EEOC, It Can Happen to You (Concurrent Session)

An EEOC claim may come at any point, even if the termination was not a surprise. This session will review the importance of documentation – even when the employee bringing the EEOC charge is still an active employee and not close to termination; what happens when there is no previous documentation and a manager wants to terminate an employee who has an EEOC charge; and how the presence or lack of documentation will affect how the EEOC looks at a charge pending against your company. Examples of real life experiences will be provided along with some tips on how to avoid having a retaliation claim added to a pending EEOC charge.



Courtney Richter of UAMS
Immigration Issues (Concurrent Session)

This session will provide an overview of the common visa types for employment, including H-1B, J-1, F-1 student visas, employment authorization documents, and general information on the permanent residence process. It will highlight the benefits and restrictions of each type, as well as the general processing timeline. It will also provide an update on the recent immigration policy changes, including Executive Orders, USCIS processing regulations, and proposed legislation that could impact your employees. Time will be set aside at the end of the presentation for questions.



Jon Harrison of VIP2
Looking at Leadership through a Different Lens (Concurrent Session)

This session will provide an in-depth overview of the power of having Values-driven, Informed and Passionate People on the "front lines" of your organization. Teaching will focus on engaging your people, but at the same time holding them to high standards of behavior and performance.

