



ANNUAL AZilg CONFERENCE: Unraveling the Complexities of Compliance

October 25, 2024

Desert Willow Conference Center | 4340 E Cotton Center Blvd; Phoenix, AZ 85040

START	END	TOPIC	PRESENTER(S)
7:00 am	7:30 am	REGISTRATION & BREAKFAST	
7:30 am	7:45 am	Welcoming Remarks	Sonja Talley <i>AZilg President</i>
7:45 am	8:15 am	OFCCP Updates and Common Problem Areas Local and agency-wide OFCCP updates over the last year, as well as common problem areas that have popped up in recent compliance reviews.	Tim Cox <i>OFCCP Senior Compliance Investigator</i> OFCCP Phoenix District Office
8:15 am	9:15 am	Diversity in Vocational Rehabilitation Outreach Having a diverse workforce can assist businesses in achieving greater outcomes. Consumers who view businesses as being diverse are more likely to support and utilize the services/products that the company offers. Most individuals want to support companies that reflect them, their values and their community. Did you know that people with disabilities represent one of the largest consumer groups in the United States? When employers commit to diversifying their workforce, they will see greater creativity and innovation from their employees. This also leads to increased productivity and employee retention. One of the greatest untapped talent pools is individuals with disabilities. 26% of Americans have a disability. The Labor Force Participation rate is usually about half the rate for PWD VS People without and unemployment is about double. Recently PWD had the highest recorded Labor Force Participation rate at 40%. Most people will either acquire a disability in their lifetime or experience some form of temporary disability.	Tim Stump, CRC <i>Vocational Rehabilitation Employer Liaison</i> Arizona Department of Economic Security/Vocational Rehabilitation Cassandra Avery, MS, CRC <i>Employment Outreach Supervisor</i> Arizona Department of Economic Security/Vocational Rehabilitation
9:15 am	9:30 am	BREAK / VISIT EXHIBITORS	

START	END	TOPIC	PRESENTER(S)
9:30 am	10:30 am	<p>OFCCP Releases Guidance on Use of Artificial Intelligence: What Federal Contractors Need to Know</p> <p>The Office of Federal Contract Compliance Programs (OFCCP) recently issued guidance warning federal contractors they must routinely monitor their use of AI to ensure they don't adversely impact applicants and employees from protected groups. This dynamic presentation will explore these guidelines and discuss the impact on existing compliance obligations for federal contractors. Sheila Abron will cover everything from preparing for an audit to day-to-day compliance needs that every federal contractor needs to know.</p>	<p>Sheila M. Abron <i>Partner</i> Fisher Phillips LLP</p>
10:30 am	11:30 am	<p>How To Properly Respond to the “Money Issues” in OFCCP Audits</p> <p>An interactive workshop to gain the know-how to properly respond to each of OFCCP's unlawful discrimination investigations:</p> <ul style="list-style-type: none"> - Failure to hire - Promotions - Compensation <p>Analyze real live problems working as a team and deliver actionable responses to OFCCP data requests. The presenters will offer practical hints and distractor observations as the team develops appropriate audit responses. The workshop concludes by revealing a correct path of analysis and calculations leading to the required data. Be ready for fun and camaraderie as we 'peel back the onion.'</p>	<p>Candee Chambers, SPHR, SHRM-SCP, SR. CAAP</p> <p>John C. Fox, <i>President and Partner</i> Fox, Wang & Morgan PC</p>
11:30 am	12:30 pm	<p>Violence & ADA: Exploring the Intersection of ADA, Mental Illness, & Employee Safety</p> <p>Workplace violence troubles us all and affects too many. This program examines the underlying causes of workplace violence and will help employers address that violence while complying with the Americans with Disabilities Act and the duty we feel to assist those who suffer from mental health conditions.</p>	<p>David T. Barton <i>Partner</i> BurnsBarton PLC</p>

START	END	TOPIC	PRESENTER(S)
12:30 pm	2:00 pm	AWARD LUNCHEON: 2024 John A Garza Lifetime Achievement Award Rosemary Cox, Honoree <i>Sponsored by: JAG Specialties LLC</i>	Julie Garcia, <i>AZilg Board Director and JAG Award Chair</i> John A. Garza <i>AZilg Emeritus Director</i>
2:00 pm	3:00 pm	The Latest in Employment Law Developments This session will address the latest employment law developments affecting employers, including FLSA regulatory changes, limits on the use of restrictive covenants, and NLRB policy and standards adjustments.	Chris Mason <i>Shareholder</i> <i>Buchalter</i>
3:00 pm	3:15 pm	BREAK / VISIT EXHIBITORS	
3:15 pm	4:15 pm	EEOC Updates	Mary Jo O'Neill <i>EEOC Regional Attorney</i> <i>EEOC Phoenix District Office</i>
4:15 pm	4:30 pm	Raffle & Brief Closing Remarks	Sonja Talley <i>AZilg President</i>