



40th Annual AZilg Conference Thursday, November 12, 2015

The Black Canyon Conference Center
9440 N. 25th Avenue - Phoenix, AZ 85021
www.blackcanyonconferencecenter.com

Theme: Federal Contractors - How Well Are You “Navigating” Thru The New Regs?

Noon	1:00pm	Registration & Exhibitor / Community Agency Networking	AZilg
1:00pm	1:00pm	Welcoming Remarks	<i>Gail Weidman, AZilg President</i>
1:00pm	1:30pm	Equal Employment Opportunity Commission at 50: “Navigating Thru New & Proposed Regs”	<i>Mary Jo O’Neill, Regional Attorney EEOC Phoenix District Office</i>
1:30pm	1:45pm	BREAK- Exhibitor & Community Based Agency Networking	
1:45pm	3:00pm	EEO Cross-Fit: Understanding the Metrics within Your Organizations AAP Two of the primary metrics included in an AAP are comparisons of incumbency to availability, and disparity analyses. However, when was the last time you <i>really</i> thought about each of these analyses? Do you have the best job groups? Are you using the right/best census data? Labor area(s)? Factor weights? What about disparity analyses . . . do analyses accurately reflect reality (i.e., how decisions were actually made), or are you simply combining all applicants and hires for a given job group into a single analysis? This presentation is based on the popular BCGI National ILG pre-conference session, and is designed for the new AAP developer as well as the seasoned veteran who is interested in brainstorming ways to improve the accuracy of their plan metrics.	<i>Patrick M. Nooren, Ph.D, EVP Biddle Consulting Group Folsom, California</i> <i>Cassie Verdon, PHR, Consultant Biddle Consulting Group</i>
3:00pm	4:15pm	Executive Orders Everywhere: What’s Up with These? A rash of new executive orders have come out of the White House in the last two years, promising many changes for federal contractors and subcontractors. OFCCP has followed suit, issuing directives and proposals to implement or complement the Executive Orders. All of these new obligations raise significant legal and practical compliance issues for contractors and subcontractors. This session will discuss OFCCP’s proposed Equal Pay Report, new rules on minimum wages, pay transparency, LGBT issues, paid sick leave, and other requirements, as well as best practices for compliance.	<i>Leigh M. Nason, Shareholder Ogletree Deakins Law Firm Columbia, South Carolina</i>
4:15pm	4:30pm	Closing	<i>Gail Weidman, AZilg President</i>

NETWORKING PARTY- AFTER PROGRAM
ALL CONFERENCE ATTENDEES, SPEAKERS AND EXHIBITORS ARE INVITED
5:00 PM TO 8:00 PM



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Start	End	Topic	Presenter(s)
7:00am	8:00am	Registration & Exhibitor / Community Agency Networking	<i>AZilg</i>
8:00am	8:05am	Welcoming Remarks	<i>Gail Weidman, AZilg President</i>
8:05am	9:15am	<p>Debunking the Myths: Surrounding Recent OFCCP Compliance Issues</p> <p>Please join Candee Chambers, DirectEmployers Association VP Compliance & Partnerships, as she reviews what the OFCCP regulations actually require as opposed to the many inaccuracies that we hear about every day in the contractor community. Pursuant to identifying those inaccuracies, she will provide guidance to contractors to assist them in meeting their regulatory obligations in order to remain compliant within their Affirmative Action programs.</p>	<i>Candee Chambers. V.P. Compliance & Partnerships Direct Employers Association Indianapolis, Indiana</i>
9:15am	9:45am	BREAK- Exhibitor & Community Based Agency Networking	<i>ALL</i>
9:45am	11:15am	<p>Compensation</p> <p>What Contractors Should/Not Do in Light of OFCCP's New Audit procedures – Separating the Reality from Vendor Sales Myths.</p>	<i>John Fox, President Fox, Wang & Morgan P.C. San Francisco, California</i>
11:15am	12:00pm	OFCCP -“Happy Birthday” Executive Order 11246 - 50th Anniversary Year	<i>Marvin Jordan, District Director OFCCP Phoenix/Las Vegas District Office</i>
12:00pm	12:30pm	BREAK – Lunch Buffet	
12:30am	2:00pm	LUNCH - Keynote Speaker & JAG Awards Presentation	<i>Jason Schecthterle “Beyond the Flames”</i>
2:00pm	3:00pm	<p>Successful Contractor Audits: In Light of OFCCP's Strategies and New Regs</p> <p>Contractors’ employment practices have increasingly become a target for this Administration. Backed by a flurry of new Executive Orders, a directive from President Obama to attack workplace inequality, and armed with an expanded information request, OFCCP is looking for bigger systemic cases of non-compliance and discrimination. Contractors need to be proactive in how they defend themselves and how they respond to increasingly aggressive OFCCP audits. Gary Siniscalco, a former Regional Counsel for EEOC, has advised contractors in hundreds of successful audits and will share some of his insights, strategies and practical tips.</p>	<i>Gary Siniscalco, Senior Legal Counsel ORRICK Law Firm San Francisco, California</i>
3:00pm	4:00pm	<p>Trans Etiquette for Non-Trans People - “Let’s talk”</p> <p>Please join a discussion with Kaydee Helm! Transgender employees are in every industry and every profession, whether you realize it or not. As our national conversation has recently opened to the topic, and more people are beginning gender transition openly, non-transgender (known as cisgender) employees often don't know how to interact with their trans colleagues. They are unfamiliar with terminology associated with being transgender and are unsure of how to be culturally sensitive on the topic. This informal discussion, moderated by Eliana Morrison, a local Human Rights Campaign Steering Committee member, will provide terminology, information, and tips to help non-transgender people support their trans colleagues. <i>Hint: Transgender etiquette is the same as the good manners you already know.</i></p>	<p><i>Eliana Morrison, HRC, Moderator</i></p> <p><i>Discussion with: Kaydee Helm, Pearson, Inc. Phoenix, Arizona</i></p>
4:00pm	4:15pm	Exhibitor & Community Based Agency Summation Session	<i>Moderator: Gail Weidman</i>
4:15pm	4:30pm	Raffle /Closing Remarks	<i>Gail Weidman, AZilg President</i>