



**42nd ANNUAL AZILG CONFERENCE
October 26 & 27, 2017**

The Sheraton Crescent Hotel
2620 W. Dunlap Road - Phoenix, AZ 85021

Thursday, October 26, 2017 (*Half Day Conference*)

Start	End	Topic	Presenter(s)
12:30pm	1:00pm	Registration & Networking	
1:00pm	1:15pm	Welcoming Remarks	John A. Garza, AZilg, Past-President
1:15pm	2:30pm	Hiring Hurdles & Headaches: Auditing Your Company's Compliance with Federal Requirements	T. Scott Kelly, Ogletree Deakins
2:30pm	2:45pm	BREAK	
2:45pm	3:45pm	<p>Meeting and Beating the Triple Threat of Pay Equity Claims</p> <p>Pay equity issues are of increasing concern to you and with good reason. The Equal Pay Act has been reinvigorated by recent political and legislative initiatives. A number of bellwether states have enacted robust pay equity statutes, with more legislation on the horizon. Equal pay litigation is on the rise. In this interactive presentation, we will cover the 3 key compensation threat areas: Federal, state, and local and internal organization compliance; Litigation challenges; and How to conduct a compensation self-audit that provides real support for the company's business objectives.</p>	Cheryl L. Behymer, Fisher & Phillips
3:45pm	4:45pm	<p><i>PANEL: Affirmative Action: Dead or Alive under the Trump Administration?</i></p> <ul style="list-style-type: none"> • Cheryl L. Behymer, Fisher & Phillips • Elizabeth A. Schallop Call, Steptoe & Johnson • T. Scott Kelly, Ogletree Deakins 	<u>Moderator:</u> Alec Hillbo, AZilg Board Director
4:45pm	5:00pm	Raffle & Closing Remarks	Gail S Weidman, AZilg President

**NETWORKING EVENT - AFTER PROGRAM
ALL CONFERENCE ATTENDEES, EXHIBITORS & SPEAKERS INVITED
5:00 PM TO 8:00 PM**



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“FEDERAL CONTRACTORS...NEW ERA OF EEO/AA COMPLIANCE”

Friday, October 27, 2017 (*Full Day Conference*)

Start	End	Topic	Presenter(s)
7:30am	8:30am	Registration & Exhibitor Networking	
8:30am	8:45am	Welcoming Remarks	Gail S Weidman, AZilg President
8:45am	9:45am	Affirmative Action & OFCCP Compliance Update Covering Audit Trends – Disability and Veteran Trends; Hiring and Compensation Focuses; EEO-1 Report; and Sex Discrimination Guidelines	T. Scott Kelly, Ogletree Deakins
9:45am	10:45am	Not All Analyses are the Same: The Difference Between Disparity Analysis and Adverse Impact Analysis, and Why It Matters Exploration of the difference between a <i>Hazelwood/Teamsters</i> impact ratio (disparity) analysis (IRA) and a <i>Griggs</i> “Adverse Impact” analysis, and why it matters in each Executive Order 11246 affirmative action plan.	Jay J. Wang, Fox, Wang & Morgan P.C.
10:45am	11:15am	BREAK	
11:15am	12:15pm	EEOC Case Updates & Pending Litigation	Mary Jo O’Neill, EEOC Regional Attorney Phoenix District Office
12:15pm	1:30pm	AWARD LUNCHEON: 2017 John A Garza Lifetime Achievement Award <i>Sponsored and Presented by:</i> DirectEmployers	Gail S Weidman, AZilg President John A. Garza, AZilg, Past-President & Awards Chair

1:30pm	2:30pm	<p>OFCCP Updates, Recent Trends, and Best Practices</p> <p>First-hand accounts of recent trends seen during compliance evaluations; including pitfalls to avoid regarding VEVRAA and Section 503 outreach assessments; Executive Order 11246 identification of problem areas, and corresponding action oriented programs; personnel activity data shortcomings with respect to promotions and terminations; and appropriate data to assess compensation disparities . Examples of flawed submissions and analyses as well as best practices contractors may employ to ensure a smoother compliance review will be provided.</p>	<p>Cheryl Davis, OFCCP Compliance Officer Phoenix District Office</p> <p>Greta Young, OFCCP Compliance Officer Phoenix District Office</p>
2:30pm	3:30pm	<p>EEOC/OFCCP Enforcement Update: How the Trump Administration Will (and Will Not) Roll Back the Obama EEO Legacy</p> <p>With a Trump presidency, many have predicted the downfall of Obama-era Executive actions designed to strengthen equal employment and civil rights. Such predictions may be premature. In addition to campaign promises to eliminate regulations burdening business, we have heard statements supportive of equal pay and paid family leave. This suggests certain initiatives (albeit in somewhat different form) may endure. In this session, we will unpack the short- and long-term prospects for the Obama regulatory and enforcement initiatives. Participants will learn what to expect over the next few years and, importantly, where to focus their organization's compliance going forward.</p>	<p>Matthew J. Camardella, Jackson Lewis</p>
3:30pm	4:00pm	Raffle & Closing Remarks	<p>Gail S Weidman, AZilg President</p>

UPCOMING EVENT!!

Member Appreciation Luncheon

November 30, 2017

Location: Embassy Suites Phoenix - Biltmore
2630 East Camelback Road; Phoenix, AZ 85016

Time: 11:30 a.m. - 1:00 p.m.

COST: Free to 'Paid' 2017 and 2018 New/Renewed Members

REGISTER NOW!

<https://www.azilg.org/events/member-luncheon-2/>

Not a member and want to attend?

<https://www.azilg.org/membership-registration-form/>