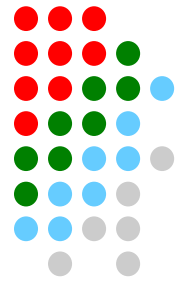


2013 Annual Legislative Conference



Advocacy and HR Practice Update



*There is opportunity for over 9 hours of HRCI credit packed into two days in our State's Capital! This is a fantastic opportunity to not only stay current on our continuing education needs, but to do so in an enjoyable, and encouraging environment. If you have ever had any desire to become more involved and educated about what is going on in our State's Legislative process **this** is the conference you need to attend. We have speakers lined up from SHRM coming*

*all the way from Washington DC. We have local attorneys that specialize in matters of Human Resource Management. One of our very own lobbyists for ILSHRM will be here as well, along with many other experts in our field including **Michael VanDervort**, of Publix, from Lakeland, FL. We look forward to seeing you in April! For complete details or for access to registration, go to our website:
www.ilshrm.org.*

**April 10-11,
2013**

Where:

**Capital City
Training Center**
130 W. Mason in
Springfield

Special points of interest:

- Over 9 hours of HRCI recertification credit applied for!
- Opportunity to meet with your Legislators at the Capital Building
- Fantastic networking opportunity to meet and share ideas with other HR Professionals



**Working To-
gether for the
Greatest Good**

***“Courage is
what it takes
to stand up
and speak;
courage is
also what it
takes to sit
down and
listen.” -
Winston
Churchill***



Advocacy Day!

Wednesday, April 10: Advocacy Day!

- 9:30 - 9:55 Registration**
- 9:55 - 10:00 Welcome and opening announcements**
Tami Ireland, *Lincoln Prairie Behavioral Health Center, Springfield*
- 10:00 - 11:00 HR Public Policy: The 113th Congress and the second-term Obama Administration.**
The outcome of the 2012 election provides new energy to the HR issues that will be before the 113th Congress and to the focus of the second-term Obama Presidency. The workplace regulatory agenda and HR public policy initiatives by the President and Congress will have a real impact on the workplace. Key issues include proposals on deficit reduction, tax reform, and perhaps even immigration reform. The decisions that will be made to bring down the federal deficit and reform the tax code could have a direct impact on employer-sponsored health care, as well as on pension and fringe benefit plans. This presentation will discuss these and other related legislative issues and will provide an up-to-date analysis of current federal regulatory activity.
Lisa Horn, *Government Affairs, SHRM, Washington DC*
- 11:00 - 11:15 How and Why to Engage the Business Community and Employees in the Public Policy Debate**
Andrew Proctor, *IL Chamber of Commerce, Springfield*
- 11:15 - 12:00 Techniques, Tips, and How To's Related to Legislative Advocacy**
An advocacy presentation on developing and executing a successful interaction with elected officials in person or through the mail / email. It will also include topical issues (to be determined as the legislative session progresses) mixed in.
Terry Steczo, *Lobbyist for Illinois State Chapter SHRM*
- 12:00 - 1:00 Networking Lunch Provided**
- 1:00 - 5:00 Travel to Capital for opportunity to speak with your elected official**

3 recertification hours applied for.

Thursday, April 11: HR Practice Update

- 7:45 Continental Breakfast**
- 8:00 - 8:25 Registration**
- 8:25 - 8:30 Opening Remarks / Welcome - Larry Small, CIC-SHRM Legislative Chair**
- 8:30 - 9:30 Case Law Update Covering the US Supreme Court, 7th Circuit Court of Appeals, Illinois Supreme Court and Circuit Court**
Roland Cross, Brown Hay and Stephens. LLP, Springfield
- 9:30 - 9:45 Break**
- 9:45 - 10:45 E Discovery**
 Electronic discovery is no longer a rarity, but a reality that all organizations will encounter. Ensuring the preservation of electronically stored information (ESI) is a key component of discovery today. Litigants who fail to preserve ESI can face severe consequences, including monetary and evidentiary sanctions, the effects of which can last long beyond a single case. Recognizing the potential issues and concerns in the preservation and collection of ESI is critical to an effective electronic discovery strategy.
J. Reed Roesler, Davis & Campbell L.L.C., Peoria
- 10:45 - 12:00 Agency Investigations / EEOC Panel Discussion**
 EEOC filings continue to soar, with nearly 100,000 claims filed in 2010. The EEOC is vigorously pursuing failure-to-hire claims, issuing multiple commissioner's charges, and filing lawsuits on such issues as the use of criminal background checks and pre-employment testing in hiring. An EEOC investigation is one of the most complex and disruptive events a company will face. EEOC matters involve tricky compliance challenges, delicate privilege issues, and gray evidentiary questions. Litigation arising from EEOC claims costs employers more than \$44.3 million annually. What to expect, how to prepare, traps, how to's, when to involve legal counsel, model policies to reduce risk and exposure
Moderator: Penny McCarty, SPHR, Southern IL School of Medicine, Springfield
Legal Opinion: J. Reed Roesler, Davis & Campbell L.L.C., Peoria
Panelist: Cathy Plouzek, SPHR, IL Chamber of Commerce, Peoria
Panelist: Donna Rogers, SPHR, University of Illinois, Springfield
Panelist: David Ryan, SPHR, Mel-O-Cream, Springfield
- 12:00 - 1:00 Networking Lunch Provided**



Working Together for the Greatest Good

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A Closer Look...

Thursday, April 11: HR Practice Update Continued

1:00 - 2:00 Patient Protection and Affordable Care Act aka PPACA

Beginning with some history and commentary, but primarily will focus on helping employers of all sizes comply in 2013 and prepare for 2014.- time lines, what is coming, what is on the horizon, new rules and regulations: When do the different provisions of the PPACA go into effect? How is the law being implemented.

Greg Smith, *R.W. Garrett Agency, Inc. Lincoln, IL*

2:00 - 2:15 Break

2:15 - 3:15 Social Media and the NLRB

This year, the National Labor Relations Board has continued its aggressive effort to protect employees' rights to discuss the terms and conditions of their employment using social media. The Board's latest efforts to enforce Section 7 of the NLRA as it applies to social media target both unionized and non-unionized workforces and further clarify the Board's position. This presentation will cover the latest Board decisions on this issue and provide compliance tips for employers, including recommendations on how to develop, implement and enforce an effective social media policy. Discover how the decisions in the Costco Wholesale Corp & Banner Health System v the NLRB could impact your operations and policies.

Michael VanDervort, *Publix, Lakeland, FL*

3:15 - 4:15 Workplace Violence - Policies and Enforcement

Implementing policies that will protect employees, clients, families and the public; Identifying the warning signs for domestic abuse and when an employee may be at risk of exhibiting violent behavior; Where to go for assistance; Weapons policies that are consistent with state law and legal use of firearms for hunting and other recreational use.

4:15 Adjourn

6.25 recertification hours applied for



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REGISTER ONLINE:
ILSHRM.ORG



***Come Meet Your
Legislators at the Capital
with us!***

2013 Annual Legislative April 10-11, 2013

Registration Information:

SHRM or Chapter Member rate: \$150.00

Non-member rate: \$185.00

Student rate: \$85.00

**Single Day Rate for either day: \$100 for member/non-member*

Registration Deadline: March 29, 2013

Register Exclusively Online at: ilshrm.org

Registration is on a first come, first served basis –
seating is limited. Register early!

For questions, email: cicshrm223@gmail.com
or phone:

Tami Ireland (217) 801-4549

Larry Small (217) 525-2824

Special Thanks to Our Sponsor:

