



10th ANNUAL CSCD HR FORUM

SEPTEMBER 29 – OCTOBER 1, 2021 • SAN MARCOS, TX

AGENDA

WEDNESDAY, SEPTEMBER 29, 2021

Welcome Reception ∞ Introductions ∞ Review of Expectations 02:00 – 02:30 All

The Legal Corner 02:30 – 04:00 Sheila Gladstone

“Let’s Ask Sheila”

- ADA Updates
- Biden Administration Updates
- DOL Wage and Hour Updates
- EEOC Updates
 - Guidance for Employers Mandating COVID Vaccines at Work
- Pregnant Workers Fairness Act
- Records Management: Retention Guidelines for HR Personnel Files, Internal Investigation Records, Court Documents, Client-Privileged Documents, etc.
- COVID-19
 - ADA Accommodations
 - Is there a legal defense for workers comp claims alleging exposure in the workplace?
 - Risk/Exposure regarding Requiring Vaccines vs. Strong Encouragement
 - Contact Tracing Procedures for employees and visitors
 - Unemployment Claims: Increase in Fraudulent Requests
 - Remote Working: Legal Implications
 - Screening Process: Temperature Checks, Symptom Questions, etc.
- Infectious Disease Policy: Is yours current?
- Employee Conduct: Liability for Employee Conduct on/off the clock and on Social Media
- Managing conflicting State, local, and departmental mandates
- Intervention Plan for Toxic Team Dynamics: Addressing bickering and in-fighting before it becomes a hostile work environment claim
- Employee Evaluation / Job Performance Assessments
- Internal and External Applicants: Screening Interview, and Selection Process – Do’s and Don’ts
- Policy and Procedure Development: Pitfalls and Best Practices
- How to Build a Confident Management Team

Check-In Time 04:00 All

The Legal Corner / Dinner (continued) 05:30 – 08:00 Sheila Gladstone

THURSDAY, SEPTEMBER 30, 2021

The Legal Corner (continued) 08:30 – 10:00 Sheila Gladstone

“Let’s Ask Sheila”

BREAK 10:00 – 10:30 All



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THURSDAY, SEPTEMBER 30, 2021 (continued)

Texas Association of Counties (TAC) HR Consultant 10:30 – 12:00 Michele Arseneau

Human Resources



LUNCH - On Your Own 12:00 – 01:30 All

SORM Training Consultants via Zoom 01:30 – 03:00 Courtney Page
Jamell Collin

Stress Management

Brainstorming Session 03:00 – 04:30 All

Employee Recruiting Strategies ∞ Employee Retention Strategies ∞ Developing a Culture of Transparency and Trust

FRIDAY, OCTOBER 1, 2021

Leadership Development Session via Zoom 08:00 – 09:00 Antisha Walley*

*President and Consultant / Make the Change, LLC

Working with two unique groups of employees:

- Employees with a great attitude and drive, but just cannot get the work done.
- Employees who are high performers and excel at their work but have negative attitudes and are difficult to work with.

Group Exercise: "Find Your Passion" 09:00 – 10:00 All

SORM Training Consultants via Zoom 10:00 – 11:30 Courtney Page
Jamell Collin

Conflict Resolution

BREAK 11:30 – 11:45 All

Working Lunch / Wrap-Up 11:45 – 01:00 All

Input for 2022 HR Forum ∞ Completion of Training Evaluation Forms ∞ Distribution of Forum Certificates

Food for Thought: Do not compare your journey to someone else's destination!!