



AGENDA

WEDNESDAY, AUGUST 31, 2022

Hotel Check-In Time	04:00	All
Welcome Dinner / Reception ∞ Review of Forum Expectations	05:00	All
The Legal Corner *Principals at Lloyd Gosselink Rochelle & Townsend, P.C.	06:00 – 8:00	Sheila Gladstone* Sarah Glaser*

“Let’s Ask Sheila”

- ADA Updates and Reminders
 - What is a disability?
 - Short term impairment clarification and COVID-19
 - Mental illness
 - Workplace Accommodations
 - What’s reasonable?
 - What are essential job functions?
 - What are the defenses? Undue hardship, direct threat, and other defenses
- EEOC Update
 - Case Law Update
 - EEOC 2022-2023 priorities
 - Harassment and Discrimination
 - LGBTQIA+ Employees and Probationers, Avoiding stigmatizing
- DOL Wage and Hour Update
 - Case Law Update
 - DOL priorities
- State Law Legislative Update
 - Sexual Harassment
 - Constitutional Carry
 - Disaster Leave
 - Medical Marijuana
- Employment Verifications and References: Do’s and Don’ts
- Records Management: TSLAC Requirements
- What Makes a Good Personnel Policy? (Human Resources Policies and Procedures)
 - Personnel policy updates for 2022
- Managing the Great Resignation – How to recruit and retain personnel
 - Recruitment and Retention Bonuses
 - Practices and Policies
 - Non-financial incentives
 - Any workplace practices/policies that may be disincentives?
- Remote Work
 - Issues and Concerns Post-COVID
 - Legal Implications
- Performance Management
 - Best Practices for Documenting Bad Behaviors
 - Addressing Rumors, Bullying, and Bickering
- Mental Health and Wellbeing
 - FMLA
 - ADA
 - Damages
 - Workers’ Compensation Compensability



AGENDA

THURSDAY, SEPTEMBER 1, 2022

The Legal Corner (continued)	08:30 – 10:00	Sheila Gladstone
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“Let’s Ask Sheila”

BREAK	10:00 – 10:15	All
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Social Security Administration (SSA) Overview Dallas Public Affairs	10:15 – 12:00	Valery S. Maercklein Public Affairs Specialist
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- Overview of SSA Programs, Benefits, and Services
 - Medicare Coordination of Benefits: Who Pays First; Understanding Medicare Parts A, B, C, and D; etc.
 - Enrollment Period
- New Rulings: Special Enrollment Period after Incarceration
- How to Make An Appointment

LUNCH - On Your Own	12:00 – 01:30	All
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The P.L.E.A.S.E. Method Make the Change, LLC	01:30 – 02:15	Antisha Walley President and Consultant
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BREAK	02:15 – 02:30	All
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Workplace Diversity with an LGBTQ+ Focus Make the Change, LLC	02:30 – 03:15	Antisha Walley President and Consultant
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TEDx: “Why We All Need To Practice Emotional First Aid”	03:15 – 03:30	Guy Winch Ph.D.
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Mental Health and Wellbeing Panel	03:30 – 05:00	Regina Lee (Nueces) Jessica Tipton (Taylor) Patrice Smith (Tarrant) Tonya Williams (CTI)
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FRIDAY, SEPTEMBER 2, 2022

Recruiting and Retention Strategies Group Brainstorming Exercise	08:30 – 09:00	All
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Workplace Violence: “If you see something, say something” Cybersecurity and Infrastructure Security Agency Department of Homeland Security (DHS)	09:00 – 10:00	Lee Otten Protective Security Advisor
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- The Signs of Suspicious Activity
- Recognizing the Signs
- Play a Role
- Awareness Materials
- September 25 is national “If You See Something, Say Something®” Awareness Day

BREAK	10:00 – 10:15	All
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Input for 2023 HR Forum	10:15 – 10:45	All
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FRIDAY, SEPTEMBER 2, 2022 (continued)

Avoiding Retaliation Claims / How to Reduce Potential Claims Texas Association of Counties (TAC)	10:45 – 12:00	Lorie Floyd HR Consultant
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Disclaimers:

- This training is designed to provide general information about the subject matter covered.
- Neither TAC nor the trainer is engaged in rendering legal advice.
- If you need legal advice, TAC recommends that you seek the services of a competent attorney who is familiar with your specific situation.

Wrap-Up	12:00	All
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- Completion of Training Evaluation Forms

Food for Thought: Sometimes it is better to react with no reaction!!



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