



2017 Webinars

**TUESDAYS OR THURSDAYS (11A – NOON)
(April 4 thru November 30) – 20+ Webinars**

Purchase a Season Pass for only \$500!

April

What to do When ICE Comes Knocking?

Tuesday, April 4

Dan Fazio, wafila & Tom Roach, Roach & Bishop

With the new administration comes increased anxiety about Immigration and Customs Enforcement (ICE) raids/investigations. When ICE shows up to your business, there are 3 specific documents they may present. Learn what they are and what you should do. Get written guidance to follow if ICE shows up to your business (English/Spanish) as well as a detailed Labor Brief. Most importantly, get your questions answered!

Temporary Worker Housing Rules Update

Tuesday, April 18

Kimberly Moore, WA State Dept. of Health

In 2016, the Washington Department of Health and Labor and Industries made significant changes to the Temporary Worker Housing. Join us to review the process for licensing (new or renewing), common facility v. family shelter, minimum space requirements, toilets, showers, storage, camp management plans, emergency procedures, and more. Also, get valuable compliance handouts such as a timeline of events for licensing, rule changes, and a camp management plan template. Get your questions answered.

Form I-9 – The New Smart Form & More

Tuesday, April 25

Rick Anderson, wafila

Ever wonder how to handle a rehire or make a correction on a Form I-9? Effective January 22, 2017, employers are required to use the new Form I-9 issued by USCIS. Get an overview of these changes as well as instructions in how to complete the new computer based "Smart" Form I-9. We will also walk you through some of the top common errors discovered during actual seasonal employer audits! There will also be plenty of time set aside to get all your questions answered.

May

Buses, Vans, Shuttles: Ag Transportation Rules & Reg's – Get on Board

Thursday, May 11

Rick Anderson, wafla

Sponsored by Northwest Bus Sales, Inc.

Whether you are transporting workers between fields or to market, farmers face tough federal transportation rules under MSPA and the Washington State Commercial Vehicle Guide that is nearly 100 pages. We will cover the rules particularly licenses, driving records, inspections, medical certificates, training, violations, and acceptable transportation for moving people and goods by agricultural employers. Attendees will receive valuable handouts and reference materials.

Lawsuit – Now what?

Tuesday, May 16

Timothy J. Bernasek, Dunn Carney LLP

Learn how to deal with employees who bring a lawsuit against your business. This experienced attorney will discuss the steps to take when confronted with major litigation – instead of hitting the panic button. Working with your attorney, balancing employee relations (especially with employees who are suing you), and the options you have will be explained along with a brief explanation of the Oregon Farm Employers Education and Legal Defense Service (FEELDS) that assists agricultural employers with suggestions for a comparable program in Washington state.

Migrant and Seasonal Agricultural Worker Protection Act (MSPA) – Who, what, when, where?

Thursday, May 25

Erika N. Hartliep, Stokes Lawrence

If you recruit, solicit, hire, employ, furnish, transport, or house agricultural workers or provide migrant housing, you must follow and comply with MSPA regulations administered by the Federal Department of Labor Wage and Hour Division. Attend this webinar to make sure you are in the know. Get an in-depth overview of the requirements as well as receive valuable handouts. Most importantly, get your questions answered!

June

Why Employee Handbooks & Policies are a Smart Investment

Tuesday, June 6

Adam S. Belzberg, Stoel Rives LLP

Handbooks are necessary to clearly communicate the rules to workers, motivate your workforce, and help build a line of defense to protect your company from lawsuits. An experienced labor attorney will explain why handbooks are important and what they should and should not contain. You will also learn how you can incorporate this powerful tool in an easy to understand, bilingual (English/Spanish), affordable handbook for your seasonal workforce today.

Favoritism, Discrimination & Retaliation – Not here?

Thursday, June 15

Raul Calvo, Employer Services

Not happening in your business? You may be surprised to know favoritism and retaliation are the most reported complaints we receive through our harassment hotline service. Subtle or blatant, favoritism is never a good management practice and breeds resentment, destroys morale and could lead to harassment, discrimination, or retaliation claims. Hear real examples and learn about best practices and safeguards.

Help Wanted: Hiring Do's & Don'ts

Tuesday, June 27

Sarah Wixson, Stokes Lawrence

During this webinar we will show you how to hire the best! We will take you through the do's and don'ts of the hiring process from applications, interviews, as well as new hire procedures and background checks. Learn what you can and cannot ask, how to avoid discrimination claims, proper application retention, protocol for job seekers with a criminal past, plus much more! Get your questions answered.

July

Getting Onboard with Onboarding

Tuesday, July 11

Rick Anderson, wafla

Did you know orientation is an event and onboarding is a continual process? We will walk you through the essential components of both as well as explain why an effective onboarding plan is vital to communicate your companies professional culture, and align expectations and performance. We will share niche tools wafla has developed just for seasonal employers that will take your onboarding to a whole new level. Join us and get your questions answered.

The Art of Progressive Discipline. Coaching, Action & Documentation

Thursday, July 20

George Zanatta, wafla

The purpose of progressive discipline is to modify behavior. How do you make a worker truly understand that a performance problem exists and that corrective action is required? This breakout empowers you with tools to develop an improvement plan, and provides the concrete steps to address performance issues and make behavioral changes.

Say Goodbye the Right Way. Proper Termination Procedures

Tuesday, July 25

Aviva Kamm, Stokes Lawrence

Regardless of why or how the employment separation occurred, proper termination considerations and procedures are paramount in protecting your company from a lawsuit. We will walk you through best practices from effective progressive discipline practices, avoiding discrimination, retaliation, or wrongful termination. We will share a termination checklist, guidance on collecting company property, handling large reductions in force, and more. We will also discuss best practices for economic or seasonal layoffs. You will also have an opportunity to get your questions answered!

August

I-1433 WA Mandated Paid Sick Leave Nuts & Bolts

Thursday, August 17

Outreach Specialist, Labor & Industries – TBC

Starting January 1, 2018, ALL employers in Washington state will be required to provide their employees with paid sick leave that will accrue at a minimum rate of one hour paid sick leave for every 40 hours worked. Learn the rules including implementation, notification, reporting requirements and carryover, accrual, termination and rehires, as well as lawful uses. Get valuable guidance, prepare now, and get your questions answered.

The Mechanics of Conducting HR Investigations

Tuesday, August 22

Adam Belzberg, Stoel Rives LLP

Companies that have great HR policies include procedures for workers to report misconduct. In this webinar we will cover the steps to take to complete a thorough and fair investigation, scenarios that may require outside help, or when to you should consult with legal counsel. We will also talk about effective tools and services that can assist in alerting you of potential problems before a government agency or legal services. Be the first to know and handle complaints properly.

Effective Harassment Prevention: Creating a Culture of Dignity & Respect

Thursday, August 31

Raul Calvo, Employer Services

Preventing harassment requires planning. In this webinar, we will cover the three responsibilities for company leaders: What are they? How will you implement them? And what to do with individuals who are unable to accept their responsibility or unable to 'walk the talk.' You will not want to miss this informative, high energy presentation.

September

DOL Investigations – Soup to Nuts

Tuesday, September 12

Kalen Fraser, The Labor Brain, Inc.

Learn how DOL WHD investigates and what they are looking for during an audit/investigation from a former DOL investigator. You will find out what to do before, during, and after a wage and hour investigation citing real experiences. Receive valuable handouts and get your questions answered!

Worker Safety Enforcement Actions. Are you ready?

Tuesday, September 26

Karin Jones, Stoel Rives LLP

A legal alert from top labor and employment Seattle law firm, Stoel Rives, warns employers of the increasing aggressive enforcement of worker safety standards by OSHA. Major increases in fines took effect this past summer and are set to increase every January. States with OSHA approved plans must impose maximum penalty amounts! Learn why, and what you should be doing to boost your worker safety programs.

October

EEO-1 what? New Reporting Requirements

Tuesday, October 3

Kristin Ferrera, Jeffers, Danielson, Sonn & Aylward

This U.S. Equal Employment Opportunity Commission (EEOC) released an updated EEO-1 reporting form that will require employers with 100 or more employees to include pay data beginning March 2018 in addition to the existing gender and race data. The purpose of collecting the new data is intended to improve EEOC's investigations into pay discrimination. Business advocates argue this data collection method may show disparities when one does not exist based on other factors not taken into consideration. Attend this webinar to learn about what self-audits you should be conducting now to analyze existing systems for red flags as well as to make sure they can produce the necessary data reports.

Everything you Wanted to Know About Employee Leave but Were Afraid to Ask

Tuesday, October 17

Kristin Ferrera, Jeffers, Danielson, Sonn & Aylward

With the myriad of state and federal leave laws, learn how to handle unusual leave requests and what accommodations you may need to make or have available. Learn what the employer and employee's rights and responsibilities are for paid and unpaid leave and get your questions answered.

November

The Benefits of Providing Benefits

Tuesday, November 7

John Hickey and Steve Knowlton, MCM

Seasonal employers need to use everything they can to attract and retain a skilled labor force. When competing for workers, a well-designed employee benefits program is a powerful tool to accomplish this and can play a critical role in meeting your goals for attracting and retaining top employees. Affordable, turnkey benefit programs designed for seasonal employers will be covered. Help secure a stable workforce for your operation. You have nothing to lose and a lot to gain!

Up to four more emerging issue webinars will be scheduled within this time period, occurring on a Tuesday or Thursday. They will be added to the schedule. Watch your inbox. Season pass holders will automatically be registered and receive notice.

Presenters that are to be confirmed (TBC) are subject to change.