



2018 Webinar Season

TUESDAYS

(Timely Topics may Occur on Thursdays)

11 a.m. to Noon

April 10 through November 6

Effortlessly Stay Current on Vital HR Topics

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**HR ESSENTIALS
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APRIL 10

Would Your I-9's Pass an ICE Audit?

With the current administration's direction for ICE to dramatically increase worksite enforcement, your I-9's should be in tip-top shape. If filled out correctly, the Form I-9 serves as an "insurance policy" if it turns out workers presented fraudulent work authorization documents to you. We will review the most common errors, how to perform a self-audit, and review protocol should ICE show at your operation. This webinar is a must for all employers.

APRIL 24

OnBoarding: How to Kick Off Your H-2A Program the Right Way!

The best way to ensure success and help prevent labor unrest is to have a solid onboarding process in place for your workforce. This webinar will review critical components of the onboarding process specific to H-2A workers. It will also include checklists and resources to make your onboarding process seamless. We will also talk about the most important onboarding process, how to prepare a warm welcome to acclimate your workforce to their new environment.

HR ESSENTIALS PACK	H-2A ESSENTIALS PACK
<p>MAY 31 WA Paid Sick Leave Law: What you Should be Doing now! You have notified employees, put your policy in place, and are calculating earned time. This webinar focuses on the administration side of things: accrual, tracking, unemployment insurance reporting, piece rate workers, W2's and more. Get your questions answered.</p>	<p>MAY 22 Preventing Labor Unrest In addition to having a well-thought onboarding process, other measures need to be put in place to make sure your supervisors and workers are getting along. Pathways must be created to resolve issues in-house rather than fester and force workers to seek outside assistance. This webinar will explain what you need to do through leadership and procedures. These are based on real accounts of labor unrest that recently occurred. We will share what we have learned. You can't afford to miss this presentation.</p>
<p>JUNE 12 Future of AG Wages: Converting from Piece Rate to Hourly Pay! In a closely divided opinion released on May 10, the Washington Supreme Court decided employers must track "nonproductive time" performed by piece rate workers and compensate for it. Timekeeping will become next to impossible. Many farmers will have no choice, but to abandon piece rate and move to hourly pay. This webinar will explore tools to utilize to keep using the piece rate system, the process of transitioning to hourly pay, and explore incentives to attract and retain a stable workforce!</p>	<p>JUNE 26 When the Clock Starts and Stops for Foreign Workers With foreign workers generally living onsite, defining when the work time clock starts can be confusing. This webinar will examine the different scenarios that may occur; such as, travel time from housing to the field, between fields, breaks, meal periods, and special circumstances.</p>
<p>July 10 Workplace Rights: Intermittent Rest Breaks Ag v. Non-Ag Explained! With Ag and Non-Ag having different meal and rest break rules under WA law, the interpretation of the intermittent rest break rules was confusing to employers and making them vulnerable to lawsuits. L&I has made recent changes to the language for intermittent rest breaks for Non-Ag employees that better clarify. We</p>	<p>JULY 24 H-2A DOL Audits & Housing Compliance Users of the H-2A program are guaranteed a visit and inspection by the federal Dept. of Labor. Make sure you have your I's dotted and T's crossed! Attend this webinar. We will share the top violations, protocols and proven systems that work to keep your operation in check at all times. You will also gain access to checklists to</p>

will explain the changes and the differences between Ag and Non-Ag.	support compliance measures.
HR ESSENTIALS PACK	H-2A ESSENTIALS PACK
<p>AUGUST 7 MSPA & DOL Investigations: Top 10 violations?</p> <p>Employers that recruit, hire, house, and transport foreign workers are subject to MSPA regulations. Receive an overview of the top MSPA violations found during investigations to prevent penalties in your workplace! Gain an understanding of the requirements to employ migrant and seasonal workers!</p>	<p>AUGUST 21 H-2A: What Not to Do</p> <p>Learn what you can do to prevent debarment from the H-2A program. We will go through the top violations and share real-life examples that have gotten other employers on the debarment list. We will provide guidance, steps to take, and resources for compliance as well as answer your questions!</p>
<p>SEPTEMBER 11 Prioritizing Garnishments: What you need to know!</p> <p>Learn what to do when an employee has multiple garnishments! During this webinar we will guide through the various types of garnishments you may experience; such as child support, bankruptcy, IRS tax levies, student loans, etc. Get your questions answered by an experienced attorney!</p>	<p>SEPTEMBER 25 Foreign Worker Income Do's and Don'ts</p> <p>We will walk you through the do's and don'ts of foreign worker income. We will cover foreign worker compensable time, employee loans, reimbursements, payroll deductions, and foreign worker W2 procedures! We will also review what information needs to be provided on paystubs. Attend and get your questions answered before!</p>
<p>OCTOBER 9 HR Investigations: When, how, and why?</p> <p>This webinar will cover when you should conduct an HR investigation, how you should do it, and why you need to get it done! Attend this webinar to address workplace concerns specifically relating to dating, harassment, discrimination, nepotism, and bullying. Learn best practices and obtain guidance on dealing with employee complaints!</p>	<p>OCTOBER 23 What Constitutes for Cause Terminations</p> <p>Ethical employment decisions are your foundation in preventing lawsuits. Learn proper disciplinary procedures for guest workers, when to use a corrective action plan, and when to terminate for cause, how, and why. We will also cover reporting an absconded worker. We will walk you through best practices and get your questions answered!</p>

HR ESSENTIALS PACK	H-2A ESSENTIALS PACK
<p>NOVEMBER 6 WA Paid Family & Medical Leave Law: Be Ready for Jan. 1! The WA Paid Family & Medical Leave Law takes effect Jan. 1, 2020. It will be funded by employer and employee paid premiums beginning in 2019! Rulemaking is underway now! Learn how this will affect your business and what you need to be doing now to prepare! Get your questions answered by an Employment Security Department representative!</p>	<p>NOVEMBER 27 Foreign Worker Issues Unfortunately, employers are faced with foreign worker’s unforeseen circumstances. We will share common circumstances and how to properly navigate them; such as:</p> <ul style="list-style-type: none"> • What to do when a guest worker becomes ill, injured, or other medical emergencies arise. • How to respond to family emergencies when a worker wants to go home early! • What you should do when a worker commits a crime and when to involve the police! <p>Share your experiences and get your questions answered!</p>
<p style="text-align: center;">2 “Timely Topics” webinars will be added to each PACK HR ESSENTIALS</p>	<p style="text-align: center;">2 “Timely Topics” webinars will be added to each PACK H-2A ESSENTIALS</p>
<p>JUNE 5 WA Fair Chance Act - Ban the Box Effective June 7 employers in Washington state will not be able to ask about arrests or convictions before determining if an applicant is “otherwise qualified” for the position. This means that an applicant may meet the criteria for a position without taking into consideration their criminal record. Learn what steps you need to take immediately to comply as well as remedies post job offer, exemptions and more!</p>	<p>JUNE 21 Powerful Worker Performance Evaluation System that Works! Selecting the best workers to return each year depend on an employee’s productivity, quality of work, behavioral and social skills. Attend this webinar and learn how to incorporate a simple but powerful system to track these key performance measures. We will walk you through the process and provide the materials to incorporate this easy, slick system. We will also discuss best practices regarding setting productivity standards and worker expectations!</p>
<p>SEE BELOW</p>	<p>SEE BELOW</p>

AUGUST 30**Employer Obligations When Busing Workers**

When employers transport workers using full-size buses, there is a gamut of rules and regulations added to the equation such as special licensing requirements, hours of service, drug and alcohol testing, vehicle maintenance, just to name a few. Are you confident you are in the know and in full compliance? Attend this webinar to make sure you are. Hear straight from a federal DOT representative that will explain.

JULY 19**How to Complete Form I-9 for H-2A Employees to Avoid Technical Violations and Penalties!**

Attend this webinar for a step-by-step process in completing each section of the Form I-9 H-2A specific. Learn what employment verification documents to accept from foreign workers, best practices, and obtain guidance on how to correct Form I-9s, and retention.

Presented by top labor attorneys and other leading voices in labor and employment matters.

Dates may be subject to change.

COMBO PACK

Purchase if you are a current member participant of the H-2A guest worker program or interested in learning more about H-2A.

HR ESSENTIALS PACK OR H-2A ESSENTIALS PACK

Purchase the **HR ESSENTIALS** pack if you are not a current member participant of the H-2A guest worker program or interested in using the H-2A guest worker program.

Purchase the **H-2A ESSENTIALS** pack if someone else from your operation purchased the HR Essentials pack.

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