



2020: 1/22 | Yakima | 2/5 Wenatchee | 2/19 Tri-Cities
Convention Centers

Agenda: Owner/HR Labor & Employment Track

TIME	TOPIC	PRESENTER
8:00 a.m. 8:05 a.m.	WELCOME	wafila, Dan Fazio
8:05 a.m. – 9:00 a.m.	IMMIGRATION UPDATE <i>Political Climate in Both Washington's; ICE Audits; SSN No-Match</i> <i>Alternative Work Visas for Dairy & Other Employers</i>	wafila, Dan Fazio
9:00 a.m. – 10:00 a.m.	STATE & FEDERAL UPDATES State: <i>Non-Competition Agreements; Pay Equity Overview; & Domestic Violence Required Posting</i> Federal: <i>DOL Rule Clarifying "Regular Rate" Requirements</i>	wafila, Ryan Ogburn Meyer, Fluegge & Tenney, Sean M. Worley
10:00 a.m. – 10:15 a.m.	BREAK	
10:15 a.m. – 11:00 a.m.	HARASSMENT. WHAT'S NEW? <i>Hotline – Why you should have one!; Bullying; and L&I Guidance and Best Practices</i>	wafila, Pam Peters
11:00 a.m. –12:00 p.m.	NAVIGATING PAID LEAVES <i>WA Paid Family & Medical Leave; WA Paid Sick Leave; L&I Workers' Comp. Disability; and Federal FMLA</i>	Stoel Rives, LLP, Attorney
12:00 p.m. – 1:10 p.m.	LUNCH	
1:15 p.m. – 2:00 p.m.	NEW SALARY THRESHOLDS FOR EXEMPT WORKERS <i>Review New Overtime Rules to the Federal (FLSA) & Washington State (MWA)</i>	WA State Dept. of L&I, Ellen Saline
2:00 p.m. – 2:45 p.m.	AG OVERTIME CUEVAS V. DERUYTER BROTHERS <i>Issues, Decision, Prepare Now!</i>	wafila, Dan Fazio
2:45 – 3:00 p.m.	BREAK	
3:00 p.m. – 4:00 p.m.	EMPLOYEE HANDBOOK ANNUAL REVIEW <i>Healthy Starts Act; Domestic Violence; Mediation/Arbitration Agreements; & Active Shooter Video</i>	wafila, Pam Peters
4:00 – 4:30 p.m.	WHY THIS BELLEVUE BARISTA IS DECIDING YOUR FUTURE <i>If we don't win over that Bellevue barista agriculture will continue to face mischaracterizations that lead to more burdensome regulations and fees. How does agriculture educate the general public to counteract and influence in Olympia?</i>	Save Family Farming, Staff Member