

wafila 2019 Webinar Season

Select Tuesdays & Thursdays (11 a.m. to Noon) in July, August October, & November
Webinars NOT scheduled during peak harvest (June 1 – July 15 & August 15 - September 30)

EFFORTLESSLY STAY CURRENT ON VITAL HR TOPICS

Keep abreast of a wide range of HR employment law topics, including timely education on emerging issues and regulatory changes impacting seasonal employers from the comfort of your computer.

Webinar recording/handouts will be emailed to all registrants regardless of live participation.

	TOPIC	DATE
1.	ICE I-9 Audits and Inspections With the current administration's direction for ICE to dramatically increase worksite enforcement, your I-9 should be in tip-top shape. This presentation offers a second layer of protection since if your I-9s are completed correctly; it serves as an "insurance policy" if it turns out workers presented fraudulent work authorization documents to you. Performing a self-audit is imperative in making sure I-9s are completed correctly should you receive an audit. We will also review protocol should ICE actually show at your operation. Bolster your lines of defense and attend this webinar.	Tuesday, July 16
2.	Labor Relations Reboot Farm worker activists are out in full force this harvest! An open communication path to your workers is vital so grievances can be addressed... but it is not that simple. We'll examine the latest unrest – including the demands of the union, and walk you through the entire week from the point of view of the grower. Attend this webinar to review how this grower successfully managed a tough situation, and receive wafila's notes and best practices – just in case!	Tuesday, July 30
3.	Shift from Piece Rate – Converting Piece Rate to Hourly Plus Bonus Last spring in a closely divided opinion, the Washington Supreme Court decided employers must track "nonproductive time" performed by piece rate workers and compensate for it which makes timekeeping become next to impossible. This webinar will walk you through the process of transitioning to hourly pay, plus bonus, and explore incentives to attract and retain a stable workforce! Don't miss!	Tuesday, August 6
4.	Form I-9 Training Video Having your Form I-9's in tip-top shape is your best defense against being accused of knowingly hiring or continuing to employ an unauthorized worker. During this live webinar, we will give you a 30 minute tutorial on completing the Form I-9. The remaining 30 minutes will cover common errors we see while conducting mock I-9 audits for seasonal employers. You will also receive valuable Form I-9 reference materials for you and your staff to refer to for guidance. You can also use the webinar recording, you will receive after the webinar and provided reference materials, as a training tool for staff on quite possibly one of the most important government forms for seasonal employers to get right!	Tuesday, August 13
5.	WA Paid Family & Medical Leave Benefits Application, Eligibility & Job Protection Premiums have been collected in 2019 for this mandatory paid family and medical leave insurance program available to qualifying employees on January 1, 2020! This presentation will cover what to do when an employee wants to utilize this leave, employer rights and responsibilities, eligibility and job protections, as well as optional voluntary plans. Hear straight from a Paid Family & Medical Leave representative from the Employment Security Department and get your questions answers. Don't miss any training you can get on this new Washington state leave benefit.	Tuesday, October 8 <i>Continued below or backside.</i>

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| <p>6. Washington’s Paid Sick Leave v. Paid Family & Medical Leave – Intersection Description</p> <p>You are up to speed and have implemented the WA state Paid Sick Leave Program administered through Labor and Industries. You are collecting premiums for the WA Paid Family & Medical Leave benefit available to eligible employees on January 1, 2020 administered through the WA Employment Security Department. How do these two programs intersect? What benefit proceeds the other? Attend this presentation to learn of possible scenarios that may occur as well as get your questions answered?</p> | <p>Tuesday,
October
22</p> |
| <p>7. Employee Handbook – Power Policies: Arbitration, Drug Testing, Etc.</p> <p>Handbooks are necessary to communicate rules, support disciplinary actions, motivate your workforce, and insulate your operation from costly litigation. We will also discuss power policies such as random versus for cause drug testing, mediation/arbitration agreements and more. Learn how you can easily incorporate this powerful tool for your seasonal workforce next season. Attend the November 5 webinar to learn more in detail about the value of implementing the Mediation/Arbitration Agreements and to see if it’s the right fit for your operation.</p> | <p>Thursday,
October
31</p> |
| <p>8. Mediation and Arbitration Agreements</p> <p>When the Washington Supreme Court ruled that piece rate workers were entitled to extra pay for non-productive work, we noticed a surge in class action suits for back pay for unpaid wages. Last spring the U.S. Supreme Court ruled that employers are permitted to utilize Mediation/Arbitration Agreements to adding class actions. Why wouldn’t every employer take advantage of this powerful tool? We had a top-notch agreement put together just for you (English/Spanish). We will explain why you should seriously think about utilizing this tool, considerations, and how to incorporate. You have a lot to gain from attending this webinar. Don’t miss out!</p> | <p>Tuesday,
November
5</p> |
| <p>9. WA State Proposed Rule – Executive Administrative Professional Exemption</p> <p>In short, the Washington State Department of Labor and Industries has filed a rule this summer in an attempt to bring the current Executive Administrative Professionals (EAP) exemption up to date. As it stands to date, and slated to take effect July 1 of 2020, employers with 50 or fewer employees will have to pay exempt workers a minimum of \$35,000 a year and larger employers a minimum of \$49,000 and up to two and half times the minimum wage by 2026! These changes affect (EAP) workers and outside salespeople across all industries in Washington, as well as outside salespersons. You can’t afford to miss this presentation.</p> | <p>Thursday,
November
14</p> |
| <p>10 Washington State New Equal Pay Laws</p> <p>In 2018 and 2019, the Washington state legislature enacted laws to prevent wage and gender discrimination in hiring enforced by Labor and Industries that became effective late July. The new laws carry stiff penalties and apply to employers with 15 or more workers. Attend this webinar to learn about the new laws and best practices for compliance.</p> | <p>Tuesday,
November
19</p> |

**HR ESSENTIALS PACK – TEN WEBINARS \$500 OR \$75 EACH
ESSENTIAL PACK AND INDIVIDUAL WEBINARS POSTED.**

Schedule may be subject to change.

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