

ACHRO

Association of Chief Human Resource Officers

EEO

Equal Employment Officers

A group of diverse hands of various skin tones are shown holding a glowing green globe of the Earth. The hands are positioned around the globe, with some fingers resting on top and others supporting it from below. The background is white.

2021 Virtual Fall Training Institute

October 20-22, 2021

PROGRAM

OUR SPONSORS



Wednesday, October 20, 2021

9:00 AM—9:30 AM

Welcome/Announcements/Acknowledgements

Academies Grad Presentation - Clint Dougherty, CHRO, Imperial CCD

9:30 AM—10:30 AM

Keynote Speaker - Greg Smith, Vice Chancellor, HR, San Diego CCD

Building a DEI-Focused Hiring Process

10:30 AM—11:45 AM - Workshops

- **“Managing COVID-Related Accommodation Requests in a “Post-Vaccine America”** Rachel Shaw, President Shaw HR Consulting. Reasonable accommodation requests related to COVID-19 remain prevalent. Requests range from “I need to work from home because of a personal medical condition,” to specific work restrictions such as “cannot wear a face mask,” or “cannot work near people.” How do you manage reasonable accommodation requests related to COVID-19? Rachel and her firm have created a COVID-19 Disability Compliance Program that gives you not only answers but a step-by-step process for you to follow in order to create a program that will work for your organization. Leave with sample scripts, template letters, questionnaires, forms and a flowchart to ensure you not only do good and compliant work, but have a process to document it as well.
- **“Retiree Benefits: Avoiding Compliance and Regulatory Landmines”** Maureen Toal, Executive Vice President, Consulting, PARS; Julianna Mosier, Vice Chancellor, Human Resources, State Center CCD; Michelle McKay Underwood, Vice President School Services of California; Marcus Wu, Attorney, with Pillsbury Winthrop. A panel representing a Human Resources Director, an Attorney, and Consultants will discuss various issues related to benefits for retirees including: IRS audits and what they may look for, negotiating for federal compliance, designing retirement incentives to avoid ADEA, EEOC and IRS issues, offering supplemental benefits under CA pension reform laws and avoiding compliance issues with CalSTRS and CalPERS.

Wednesday, October 20, 2021 (continued)

12:00-12:15 PM - Vendor Time

PARS

12:30 PM—12:45 PM - Vendor Time

Alliant

1:00 PM—4:00 PM - Workshop

- **“COVID-19: Legislation, Leaves and Vaccines”** Paul McGocklin, Partner, Joshua Morrison, Partner, and Aaron O'Donnell, Partner, all from AALRR. Like all employers, districts have been deluged by an onslaught of information concerning personnel practices during the COVID-19 Pandemic. This presentation will sift through the various legislation and guidance, paying particular attention to employee leaves, testing, and vaccine administration.

Thursday, October 21, 2021

9:00 AM—11:00 AM - Workshop

- **“Town Hall—Legal Eagles”** Eileen O'Hare-Anderson, Partner; Laura Schulkind, Partner; Pilar Morin, Partner; T. Oliver Yee, Partner; Amy Brandt, Counsel, all from Liebert Cassidy Whitmore. Do you have questions? Well, we've got answers. Come get your questions answered while learning how you deal with legal issues important to your District. Community College Districts deal with a number of issues on a daily basis and it's best to be prepared. Share your questions with others who probably have the same problems, concerns and issues. This is a great opportunity to get some great legal answers—without those pesky billable hours!

11:15 AM—12:30 PM - Workshops

- **“Title 5 Update”** Laura Schulkind, Partner, Liebert Cassidy Whitmore; Fermin Villegas, Deputy Counsel, California Community Colleges Chancellor's Office; Irma Ramos, Vice Chancellor, Human Resources, North Orange County CCD; Gregory Smith, Vice Chancellor, Human Resources, San Diego CCD; Fermin Villegas, Deputy Counsel, Calif. Community Colleges Chancellor's Office. Consistent with the Chancellor's Call to Action, the Chancellor's Office has initiated revisions to the CCD's Title 5 EEO regulations, in collaboration with various constituency groups including the DEI Taskforce. As this workshop description is being prepared, revisions are underway, and a first reading of proposed amendments is currently slated for May. This means the revisions will likely be final, or close to final, by the time we convene for ACHRO in October. In this session Fermin Villegas, Irma Ramos, Greg Smith and Laura Schulkind will provide a status update and review the key changes to the regulation.
- **“Back from Baby: New Moms Returning to Work”** Kristine E. Kwong, Partner, Musick, Peeler & Garrett LLC. This workshop discusses the intricate laws relating to the various leaves of absences and accommodation obligations relating to pregnant employees and employees experiencing pregnancy-related medical conditions, including practical how-to's to prevent claims of pregnancy discrimination.

12:30 PM—1:30 PM - ACHRO/EEO Membership General Meeting

Thursday, October 21, 2021 (continued)

1:30 PM—2:45 PM - Workshops

- **“Returning to the Campus and the Workplace: Key Considerations for Reopening Your Campus and Workplaces to Employees, Students and Members of the Public”** T. Oliver Yee, Partner, Liebert Cassidy Whitmore. In this webinar, we will provide practical guidance for districts to consider as they consider management of risk related to reopening the campus and workplaces to employees, students and members of the public. The webinar will focus on the following subjects: 1) Changing legal and public health authority related to COVID-19 health and safety requirements; 2) Issues related to the employee and student vaccinations; and 3) The provision of teleworking or remote work as an alternative working arrangement moving forward. First, we will discuss current and operative legal and public health authority related to COVID-19 health and safety requirements and how districts should begin planning for such guidance to change in the coming months. Next, we will discuss issues related to employee and student vaccinations, including the role that districts may play in increasing vaccination rates, strategies for districts concerning the management of both vaccinated and unvaccinated employees and students, and issues related to the medical information association. This webinar will be presented in a way to provide districts with options for addressing some of the issues that we anticipate you will face in reopening campus, and returning employees and students.
- **“There’s an App for That—Innovation in Health Plan Design, Administration and Healthcare delivery”** Thomas Sher, Sr. Vice President, and Michael Menerey, Sr. Vice President, both from Alliant Employee Benefits. Technology is helping to move healthcare from treatment to prevention, from reactive to proactive and from episodic to holistic. Technology is also changing employer-sponsored health plan design, plan administration, how your employees interact with healthcare providers and how they care for themselves. Learn how public employers are deploying new technology to slow the rate of increase in health care costs by improving employee health.

3:00 PM—4:15 PM - Workshops

- **“Fight Hiring Bias: A Data-Driven approach to Diversity Hiring or Diversity Hiring that’s More than a Checkbox”** Rex Randall Erickson, Principal Attorney, Erickson Law Firm A.P.C., and Robert S. Blizinski, Assistant Superintendent/Vice President of Human resources, Pasadena City College. This presentation explores what constitutes a discrimination claim arising from the recruitment process and strategies to proactively avoid them. The presentation examines published EEOC report data and discusses measures to enhance campus climates and racial and ethnic diversity in the workplace. Participants will actively engage in discussion as they work through case studies to identify best practices and share experiences.
- **“Congress and the Courts: An update on ACA impacts”** Jessica Frier, JD, Sr. Health and Welfare Plan Consultant, and Geoff Hinton, Regional Manager, both from American Fidelity. ACA compliance is only made more complicated as benefits-related measures are introduced in Congress, rules are issued by regulatory agencies, and challenges arise the courts. From drafting new leave policies to making changes to benefits plans, employers face more pressure now to make smart decisions than ever before. During this presentation, we will review recent legislative, judicial, and regulatory developments, offer insights into what could happen next, and equip attendees with action items they should consider for their own organization.

Friday, October 22, 2021

9:00 AM—12:00 - Workshop

- **“COVID-19: Legislation, Leaves and Vaccines”** Paul McGocklin, Partner, Joshua Morrison, Partner, and Aaron O’Donnell, Partner, all from AALRR. Like all employers, districts have been deluged by an onslaught of information concerning personnel practices during the COVID-19 Pandemic. This presentation will sift through the various legislation and guidance, paying particular attention to employee leaves, testing, and vaccine administration.

12:00-12:15 PM - Vendor Time

The Titan Group

12:30-12:45 PM - Vendor Time

CODESP

1:00 PM—2:15 PM - Workshop

- **“A Degree of Difference: Accommodating Associational disabilities”** Rex Randall Erickson, Principal Attorney, Erickson Law Firm A.P.C., and Cindy Barron, ADA Compliance and Leave Administration Manager, South Orange County CCD. The Americans with Disabilities Act and California’s Fair Employment and Housing Act protect the right to apply for and hold employment free from discrimination on the basis of disability. What about disabilities outside the employer/employee relationship? This workshop explores a judicial offshoot of the typical interactive process based on an employee’s association with a disabled person. While rare previously, COVID-19 brought associational disabilities to the forefront. Participants will be asked to spot issues with accommodation requests based on immediate family.

1:00 PM—3:00 PM - Workshop

- **“Title IX, two Part Series: 1) Status of the Title IX Regulations; 2) What CHROs Need to Know Regarding Compliance with SB 493 and Overlapping State Laws”** Pilar Morin, Partner, Liebert Cassidy Whitmore; Ryan Wilson, Manager, Title IX/EEO Investigations, Mt. SAC; So-kha Song, Ed.D., Deputy director, Human Resources and Title IX Coordinator, Mt. SAC. In light of the shifting state and federal legal framework, the Title IX team must continue to effectively investigate and respond to reports of sex and gender discrimination, sexual harassment and interpersonal violence. Using case studies and a summary of the latest legal developments, the panel will discuss the top issues CHROs need to know in responding to sexual misconduct on their campuses.



ACHRO/EEO’s 25th Anniversary was 2020, but because we had to cancel the live conference, we will be celebrating in 2022. The conference will be held:



**October 25-28, 2022
Hyatt Regency Lake Tahoe
Incline Village, Nevada**