

# 2017 Education Sessions

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## Employee Benefits/Human Resources Track

### Developing Strategies for Transgender Employees and Clients

**Core Competency:** CTIS: Future Trends

**Presenters:**

Victoria Nolan, CSP, ARM , Clean Water Services  
Liani Reeves, Bullard Law

This session will explore various perspectives regarding Transgender employees in the workplace. Presenters will discuss EEOC and OSHA guidelines associated with Transgender legal issues and decisions. Attendees will learn practical tools to ensure their organizations are prepared to properly address risks associated with transgender employees, clients and customers.

### Amendments to the Americans With Disabilities Act: Implications for Public Entities

**Core Competency:** PRMS: Risk Management Process

**Presenters:**

Michael Otworth, MBA, CPCU, ARM, Genesis Management Insurance Services  
Ben Eggert, JD, Wiley Rein

In response to several U.S. Supreme Court decisions, Congress amended the Americans with Disabilities Act (ADA) in 2008. Recently, the implementing regulations promulgated by the EEOC went into effect. These changes present challenges to public employers that must predict their responsibilities under a recalibrated ADA. Public human resource managers have to determine how to meet their shifting obligations in a climate of fiscal uncertainty and legal ambiguity. This session will examine recent statutory, regulatory and case law developments that impact public entities' human resource obligations under the ADA.

### Revolutionizing Healthcare - Worksite Health and Wellness Center

**Core Competency:** CTIS: Future Trends

**Presenters:** Ernie Clevenger, CareHere, LLC

There is a critical need to rebuild America's healthcare system. Our nation is currently experiencing an increase in chronic diseases and conditions, while simultaneously dealing with an increase in the cost of healthcare. This session will discuss how worksite employee sponsored health clinics, positively impact employees and their dependents.

## Integrated Disability Management and Absence Tracking Programs

**Core Competency:** PRMS: Claims Management

**Presenters:**

J.J. Schmidt, York Risk Services

Heather Luiz, York Risk Services - Care Works

The increasing number of leave benefits provided at the state and the federal level challenges employers. Various factors impact disability and absence management programs, such as workforce cutbacks, an aging workforce, and the need to "do more with less" to maintain productivity. This session will examine how to navigate the absence process while determining reasonable accommodations for disabled employees, managing absenteeism and handling other complex leave and disability management issues. Integrated disability management is gaining popularity because it helps employers control costs and increase productivity, while making the claims process easier. Attendees will learn how to identify strategies to introduce integrated disability management into their organizations, determine the effective measures to track and monitor results and make the business case for adopting an integrated program.

## Your Employee Has Blown The Whistle: Now What Do You Do?

**Core Competency:** PA/GBS: Business Law

**Presenter:** Aaron Stone, One Beacon Government Risks

The rise in whistleblower/retaliation claims is occurring under both federal and state laws. Do you know what to do if an employee makes a complaint that could be construed as whistleblowing? Do you have set policies and procedures to address the complaint and ensure that the employee is not retaliated against as a result of making the complaint? This session will focus on the current whistleblower/retaliation laws as well as proper policies and procedures. Attendees will learn potential pitfalls in dealing with these issues.

## Navigating the Risks in Group Health Benefits

**Core Competency:** CTIS: Strategic Planning/Management

**Presenter:** Mark Saiz, CGBA, City of Albuquerque/State and Local Government Benefits Association

This session will discuss various practices used by other public employers to identify and manage risks associated with group health benefits. Presenters will share methods used by the City of Albuquerque and other public and private employers in New Mexico, to create an employer led coalition with members from provider groups and delivery systems. Strategies used by New Mexico employers to empower employees to actively participate in their care decisions will be reviewed. Additionally, attendees will learn the relationship between contractual clinical performance measures with health plans and its positive impact on chronic diseases such as diabetes and hypertension.

## Higher Controversy: Marijuana in the Workplace

**Core Competency:** CTIS: Future Trends

**Presenter:** Matthew Fisher, Reinisch Wilson Weier PC

Employers, carriers, adjusters and risk managers may have only seen a trickle of claims involving marijuana, but legalized medical-use marijuana (and potentially broader recreational legalization) will likely increase worker intoxication, consequently increasing on-the-job injuries. What is the medical science regarding this matter? What trends and gaps are emerging between federal enforcement and state enactments? What are the applicable issues and protections? This session reveals broad medical findings about the use of marijuana, coupled with the conflict that exists between the federal legal standard, federal case law and policy change as well as employment-related state laws based on Oregon's 15+ years of experience with marijuana.

## The State of the Affordable Care Act and Key Considerations for Employers

**Core Competency:** PRMS: Public Risk Management Skills

**Presenter:** Michael Shevlin, Munich Health North America

This session will serve as a brief review of the impact of the Affordable Care Act to date and what to expect from the new Administration in Washington. The presenter will share how the tax on "Cadillac Plans" will be calculated and how it will impact public employers. Further, the presenter will discuss potential regulations and guidelines as well as the specific implications for unions and public employers. Other topics to be covered include specific examples of successful public employer self insurance "pools", alternative vehicles for managing risk in health care and employee benefits as well as the latest trends in Stop Loss Insurance and catastrophic claims management.