

# 2016 Columbia Basin SHRM Spring Seminar

## MORNING SESSION

Registration begins at 7:30 am

**8:00—9:00 AM**

### **The Future is Now - Be Prepared for Changes in Labor and Employment Laws**

*presented by Howard Rubin, Ogletree Deakins*

As always, the federal, state and local legislatures and government agencies have been busy making changes to labor and employment laws. This session will provide information and tools that will help your organization comply with the changes and get ahead of the curve.

**9:00—10:00 AM**

### **Health & Safety for HR Professionals**

*presented by Steve Bump, Dade Moeller*

This session is intended to get you thinking about how human resources plays an important role in the Safety & Health of its organization and workforce. This presentation will cover current injury trends and statistics and opportunities for improvement. Trends in the health and safety industry and current policy issues will also be discussed. Time will be available at the end for questions and discussion.

**10:00 AM —Noon**

### **Drug & Alcohol Reasonable Suspicion Training**

*presented by Connie Heather, The Healthy Worker*

This training course provides the information you will need to make reasonable suspicion determinations in your workplace and the protocol for facilitating suspicious cause testing, which can be trickier than you think. Participants will also learn what is and is not "refusal to test", the importance of documentation, reporting and recordkeeping, what to include in your company's drug and alcohol policies, and learn the differences between DOT and NON-DOT drug screen panels. This course meets and exceeds the federal Department of Transportation (DOT) requirements for drug and alcohol training as outlined in the FMCSA regulation 49 CFR 382.603. Participants will receive a 20-page booklet for use at their workplace and a certificate of completion that is good for life-time of the supervisor or HR Professional.

Wednesday, April 20, 2016  
Pasco Red Lion | 2525 N 20th Ave

## LUNCH

12:00 —1:00 PM AND INCLUDED WITH EVERY REGISTRATION

*Join us for the morning, afternoon or all-day!*

## AFTERNOON SESSION

Registration begins at 11:45 am

**1:00—4:00 PM**

### **Active Shooter & The Workplace: Key Components of an Effective Active Shooter Plan**

*presented Craig Allen, Patrol Lieutenant, Hillsboro, OR Police Department*

With the unfortunate events surrounding active shooters in the workplace, it is essential that your staff is prepared. The purpose of this course is to educate employees to the realities of the active shooter through an exploration of historical and recent events. This course will identify commonalities; debunk myths, all with the intended purpose to provide the participant with a solid understanding of these tragic events. The goal of the course is to use this information to equip the employee with effective strategies to prepare for and deal with these incidents in a decisive and purposeful manner. The class will focus on two key areas: Implication of the Active Shooter and Proactive Strategies to deal with the Active Shooter in the Workplace. A Dropbox site will be provided to access reference material and training videos.



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Full Day	\$100	\$125	\$35