



2019 SHRM NM CONFERENCE

AGENDA & SESSION DESCRIPTIONS

April 1, 2019

**Preparing New Mexico's Workforce for 2020 and Beyond:
What Business Leaders Must Know to Meet the Challenge!**

&

April 2, 2019

**2019 Legislative Conference:
Updates, Reminders, & What's on the Horizon**

Crowne Plaza | 1901 University Boulevard NE | Albuquerque, NM

April 1, 2019

Preparing New Mexico's Workforce for 2020 and Beyond: What Business Leaders Must Know to Meet the Challenge!

7:55 am-8:55 am

Build a Stronger and Better New Mexico by Focusing on Education & Jobs (Lt. Governor Howie Morales – State of New Mexico)

This session will highlight the new administration of Governor Michelle Lujan Grisham and Lt. Governor Howie Morales' plans for building a stronger and better New Mexico by making a priority the support for and collaboration with public schools in order to create greater student engagement and achievement. Solid public education systems are the key to everything: economic growth, new private investment, and a higher quality of life for our people. After a decade of economic stagnation, and New Mexico being at the bottom of numerous key lists of child well-being and employment, etc., there is an urgent need for change. The Lieutenant Governor will inform you of the new approaches regarding economic development, improving education, ensuring business competitiveness, and investing in our most valuable resource, our talent.

9:30 am-11:00 am

The League of Extraordinary Leaders: Building a Collaborative Plan for the Future of the Workforce (Panel: Johnny C. Taylor, Jr., SHRM-SCP, – President & CEO, SHRM, Alicia J. Keyes – Cabinet Secretary of Economic Development, State of New Mexico, Dr. Sam Minner, President, New Mexico Highlands University, and Vince Kadlubek, Co-Founder & CEO, Meow Wolf; Moderator: Dr. Denise Montoya, SHRM-SCP, SPHR;)

We're bringing together game changers and bold thinkers to spark a conversation regarding the opportunities that exist in New Mexico to reimagine the next generation of workforce. Our expert panel of extraordinary thought leaders will explore some of the most critical workforce topics affecting employers today as businesses across New Mexico are experiencing a time of extraordinary transformation with technological, demographic, and social changes occurring. Each participant in this highly engaging and interactive discussion will:

- Gain insight into how employers, policy makers, and educators all play a crucial role in closing the skills gap
- Learn about global, national, and state trends in workforce demographics and the continual need to adapt to a digital world
- Explore ways business leaders can collaborate with other experts to create innovative solutions to meeting the challenges we face

Discover how can you be part of the movement to prepare New Mexico's Workforce for 2020 and beyond! As time permits, audience members will be encouraged to submit questions to our panelists through the use of social media.

11:00 am-12:00 pm

The Shifting Sand of Perception – A Look into How the New Mexico Workforce Views Energy, Education, Religion, Healthcare, Law and Media (Tom Garrity, President, The Garrity Group Public Relations)

Tom Garrity will share an overview of who New Mexico residents trust, what industries they favor and how residents are accessing news and information. Sharing information from the 2018 Garrity Perception Survey, he'll provide insight on select professions and industries and how topics of the day swayed perception in six sectors over the past seven years.

Lunch Speaker 12:15-1:15

The Phantom Workforce (Mark Lautman, CECD – Founding Director, Community Economics Lab; CEO, Lautman Economic Architecture)

The lack of qualified workers is the single biggest barrier to the economic growth of New Mexico's communities and its employers. To succeed in the decades ahead, communities and their employers will have to learn how to systematically grow, attract and retain the qualified workers they need. Doing so will likely require a new business model. What should it look like and what will it take?

1:25 pm-2:25 pm

Shift Happens - The New Pathway from Education to Employment Based on Skills and Competencies (Jamai Blivin - Founder & CEO, Innovate+Educate)

Join Jamai Blivin, CEO of Innovate+Educate as she explores the nationally recognized research and technologies that have led to working with training providers and HR leaders to adopt new hiring tools and practices for their companies. This session will share the top skills necessary across New Mexico (and the US) and how to adapt assessment and training into your practice with tools that are adaptable to any job level.

2:55 pm-3:55 pm

Disruption in the Workplace: Preparing for What is Next...The Future is Now! (Dr. Denise Montoya, SHRM-SCP, SPHR, Director of Human Resources and Payroll and Adjunct Faculty Member, NMHU)

Learn how artificial intelligence, robotics, automation, and the gig economy are transforming workplaces. Identify the impact on human capital in a volatile, uncertain, complex, ambiguous world. Prepare your organizations' human resources to be agile, adaptable, and reskilled. Learn a framework to cultivate a learning culture.

April 2, 2019

2019 Legislative Conference: Updates, Reminders, & What's on the Horizon

7:55 am-8:55 am

Better Workplaces, Better World: SHRM 2019 Priorities (Emily M. Dickens, J.D. - Corporate Secretary & Chief of Staff, SHRM)

In 2019, SHRM is prepared to address HR public policy issues that impact work, the worker and the workplace. We will focus on workforce development, workplace equity, workplace immigration, workplace flexibility and leave. Our legislative efforts will strategically elevate the HR profession, the HR professional and HR as a social force. Hear how you can best engage with SHRM and policy makers on these important issues.

9:00 am-10:15 am Break Out Sessions

Developments in Labor-Management Relations in 2019 (Panel: Stephen Curtice, Associate at Youtz & Valdez, Danny Jarrett, Office Managing Principal at Jackson Lewis, and Ryan Randall, Director of Employee & Labor Relations at UNM Hospital; Moderator: Kevin Gick - Associate Council, UNM)

This panel discussion will focus on recent developments and trends in labor-management relations, including cases before the National Labor Relations Board that apply the National Labor Relations Act in non-union employment environments and litigation over the application of the Supreme Court's [Janus](#) decision. The panel will also discuss whistleblower protection in the context of a unionized workforce.

Employment Law Update: Just When You Thought You'd Heard It All...The Clees Report (Joseph Clees, Esq. - Shareholder, Ogletree Deakins)

Joe Clees is back with more tales that will make you shake your head, and remind you that you really never know what an employee might say or do next. Lucky for us, he's here to assure us that there are ways to balance organizational procedures against an employee's rights and avoid- or at least be able to clean up- the resulting legal mess.

He's sure to have you laughing again, as he shares more wacky tales, but he'll also provide practical tips to help your organization avoid legal and PR nightmares -- and know how to respond if they do occur. Remember what he's said before, how you react to such curve balls can mean the difference between a good laugh and a lawsuit.

10:45 am - 12:00 pm Breakout Sessions

Immigration Law 101 for Employers (Olsi Vrapı - Managing Partner at Noble & Vrapı, Eduardo Garcia - Equal Justice Attorney Fellow, NMILC, and Jazmin Coronel - Corinne Wolfe Fellow for Transformative Advocacy Fellow, NMILC)

Every business in the United States has immigration issues even if it does not employ any foreign nationals at all. I-9 verification is seemingly simple and a mere formality. The reality is that it is riddled with potential pitfalls and the legal overview of business visas, I-9 verification process, and some common issues encountered by employers in New Mexico such consequences can be quite severe for employers with crippling fines to criminal prosecution. This panel will provide an as DACamented workers and E-Verify requirements.

OneAlbuquerque Initiatives (Winter Torres - Deputy City Attorney of Public Policy, City of Albuquerque)

Facing legislative gridlock at the federal and state level, local governments are increasingly forced into taking on federal and state responsibilities on behalf of their residents. This includes employment-related policy and ordinances on minimum wage, right to work, paid sick leave, predictable scheduling, "ban the box", salary regulation and more. In this presentation, Ms. Torres will discuss the employment law initiatives that the City of Albuquerque is pursuing under Mayor Keller and, more broadly, the trend of local governments to fight poverty and advance equity via employment law.

1:00 pm-2:15 pm Breakout Sessions

The Dam Burst: The 2019 Legislative Session (Quentin Smith - Shareholder/Director, Sheehan & Sheehan)

With a new Governor and Democratic control of both chambers, the New Mexico State Legislature had an especially active session that ended in on March 16. Mr. Smith will provide a comprehensive overview of the employment-related bills that passed and the steps that employers will need to take to comply with the new legislation.

Conducting an Internal EEO Investigation (Loretta Medina - Supervisory Trial Attorney, EEOC)

Join us for this unique opportunity to hear directly from EEOC's Supervisory Trial Attorney in Albuquerque. Ms. Medina will take an in depth look at best practices for conducting your internal EEO investigations. She will share best practices as well as common pitfalls of internal investigations. Effective internal investigations can save you time, money, reputation and may ultimately reduce your liability. Additionally, employees are more likely to believe you take EEO complaints seriously and trust you and the system for raising concerns.

2:45 pm-4:00 pm

Moving Forward on Gender Pay Equity (Dr. Martha Burk, National Gender Pay Equity Consultant, with current trends in the field and serving as Moderator; Panel: Jaclyn McLean - Partner at Hinkle Shanor, Jeremiah Ritchie - Associate at Sheehan & Sheehan, and Pamela Herndon - CEO of the KWH Law Center for Social Justice and Change)

Moving Forward on Gender Pay Equity - An introductory presentation by national gender pay equity consultant Dr. Martha Burk on current trends in the field, followed by a panel discussion on the issue as it affects employers, including federal statutes as well as the New Mexico Fair Pay for Women Act.

4:00 pm-5:00 pm

The Future of the New Mexico Department of Workforce Solutions (Bill McCamley, Cabinet Secretary for the Department of Workforce Solutions (DWS), State of New Mexico)

Bill McCamley is the newly-appointed Secretary of the New Mexico Department of Workforce Solutions. The NMDWS, whose mission is to Educate, Empower, Employ, is committed to being a leader in and a facilitator of a competitive workforce for the benefit of all New Mexico. Secretary McCamley will provide an overview of the legislative, regulatory, and enforcement initiatives that will be undertaken under his leadership of the NMDWS.