

Shoe String Series HR UPDATE

**SEATING IS LIMITED
FAX FORM TO RESERVE YOUR SEAT TODAY
PAYMENTS DUE BY AUGUST 19, 2011**

WHEN: August 23, 2011 - 9:00 - 4:00
WHERE: Virginia Bailey Room, Arkansas Community Foundation, Inc.
1400 W. Markham, Suite 208, Union Train Station
Little Rock, Arkansas 72201

TOPICS INCLUDE (In this order):

9:00 Implementing a Smoking Cessation Program in the Workplace

Healthier workforces mean better productivity and fewer medical expenses. If you have considered offering such a program in your organization, you will have all of the necessary tools to implement one. During this session you will learn: the rationale; steps in assessment, promotion, implementation, governance, and evaluation; strategies for using employer health plans; evidence-based interventions and resources.

Presenter: Mike Anders, PhD

10:10 Designated Employer Representative (DER) Prep

This session is for the trained professional within a workplace that administers the drug/alcohol testing program. This individual must have 1 hour of supervisory training in drugs of abuse and 1 hour of training in alcohol abuse. The Department of Transportation has identified this individual as the company's gatekeeper of records that are provided by the Medical Review Officer. A DER may be a safety director, owner, human resource manager, or a designated employee that the employer wants to handle the program. This individual must be a very confidential and reliable employee that can make employment decisions in a moment's notice.

Presenter: Jeff Sims, C-SAPA C-SI

11:00 Medical Review Officer (MRO) Prep

During this session we will discuss alternative testing and how these tests are viewed by DOT (the Department of Transportation) and the Arkansas Workers' Compensation Voluntary Drug-Free Workplace Program.

Presenter: Brent Staggs, M.D., MRO

11:45 LUNCH

12:30 ADA - There's More To It Than You Think

The new Americans with Disabilities Act (ADAAA) recently expanded the definition of "disability," meaning more people than ever qualify as disabled. That expansion has also affected other employment laws, including the Family and Medical Leave Act and the Genetic Information Non-Discrimination Act. Learn what this means for you.

Presenter: Allen Dobson, J.D.

1:30 How & Why to Conduct Reference Checks

The critical role reference checking plays in the selection of qualified employees has been undermined by the proliferation of costly lawsuits stemming from the job reference process. Legislation was enacted in Arkansas with the passage of Act 1474 of 1999. This legislation provides protection to employers who provide job reference information in good faith.

Presenter: Brian Vandiver, J.D.

2:30 HIPAA Compliance

Attendees will discuss the three major components to HIPAA compliance: privacy, security and electronic transactions. Information pertaining to writing the required policies, procedures and consents will be discussed, as well as samples of all required forms. Attendees will leave this seminar armed with all the information needed to comply with the HIPAA regulations.

Presenter: Robert Wright, J.D.

Sponsored by: HRMA & a'TEST Consultants, Inc.

ABOUT OUR SPEAKERS



Mike Anders, PhD, RRT, is an Associate Professor in the Department of Respiratory and Surgical Technologies in the College of Health Related Professions at the University of Arkansas for Medical Sciences and a licensed respiratory therapist. He has trained a large number of health care providers in the treatment of tobacco dependence. Dr. Anders serves as the Treasurer for the Association for the Treatment of Tobacco Use and Dependence (ATTUD), is a member of the ATTUD Board of Directors, and serves as an ATTUD Tobacco Treatment Specialist Training Program Accreditation Commissioner. Dr. Anders' interests are chronic disease management, addressing health care disparities, and the interdisciplinary adoption and implementation of evidence-based treatments for tobacco dependence in a wide variety of settings.



Allen C. Dobson is a Director in the Little Rock office of Cross, Gunter, Witherspoon & Galchus, P.C. Dobson is a trial lawyer specializing in the representation of management in all areas of labor and employment law, including equal employment opportunity litigation, wage and hour investigations, wrongful discharge, and employment tort litigation.

Dobson is licensed to practice law in the State of Arkansas, in the United States District Courts in Arkansas, Eastern and Western Districts, and the Eighth Circuit Court of Appeals.

Dobson graduated from New Mexico State University with a Bachelor of Science Degree in Agriculture. Dobson received his Juris Doctor Degree from the University of Arkansas at Little Rock School of Law.

Dobson was Assistant Case Notes Editor for the University of Arkansas at Little Rock Law Journal. Dobson is a member of the American Bar Association's Employment Section and the Arkansas Bar Association's Labor and Employment Law Section. Dobson is certified by the Society for Human Resource Management as a Senior Human Resource.



Brian Vandiver is with the law firm of Mitchell, Williams, Selig, Gates & Woodyard. His federal court litigation experience includes employment discrimination, disability accommodation, wage and hour, family medical leave, mass layoff /plant closure notice, and criminal background checks. In addition, his state court litigation experience includes breach of non-compete agreements, trade secrets misappropriation, and other state common law claims against employers. He routinely advises and trains management in the areas of employment law and human resources. He earned a B.A. from Hendrix College and a juris doctorate from UALR William H. Bowen School of Law. He was a Judicial Clerk for the Honorable Stephen M. Reasoner for United States District Court and he is an Adjunct Faculty Member for the UALR William H. Bowen School of Law where he teaches Disability Law and Employment Law and Employment Discrimination Law. Mr. Vandiver was selected one of the Best Lawyers in America in the Labor and Employment Law division.



Robert Wright is an associate at the Mitchell Blackstock Law Firm in Little Rock. Robert's practice is devoted to health law, including drafting fraud and abuse opinion letters, drafting contracts and other legal documents for physicians and other health care providers, responding to providers' questions about HIPAA and other state and federal statutes, and representing health care providers in administrative appeal hearings.

Robert graduated with high honors from the William H. Bowen School of Law at the University of Arkansas at Little Rock in 2007. He is also a graduate of the University of Central Arkansas and the Syracuse University Maxwell School of Citizenship and Public Affairs.

Robert is a member of the American Bar Association and the Arkansas Bar Association, where he currently serves as chairman of the Health Law Section and is co-chair of the HIPAA Handbook Revision Committee.



Jeff Sims is President and co-owner of A' TEST Consultants, Inc., a nationally recognized drug testing corporation since 1992. He is actively involved in new business development, volunteer public speaking, and intimately involved and responsible for all staff training including collector, breath alcohol technician training, as well as MRO training. As a former recipient of the distinguished SBA Paul D. Coverdell Drug-Free Workplace Grant, A'TEST developed and focused its attention on helping smaller employers overcome drug and alcohol issues through many community based organizations. This corporate vision still exists today, and represents over 2,000 clients throughout North America.

Mr. Sims began his drug-testing career in 1987 at the University of Arkansas for Medical Sciences (U.A.M.S.), while he was in college at the University of Arkansas at Little Rock. For over five years, he worked at U.A.M.S. as a Laboratory Technician in the Clinical Toxicology Division of the Department of Pharmacology, before starting his business venture. He is a Certified Substance Abuse Professional Administrator, (C-SAPA), and annually expands his continued education courses through SAPAA and DATIA.



Brent Staggs, M.D., M.R.O. Dr. Staggs is board certified in anatomic and clinical pathology, hematology. He is a partner in the largest private pathology group in Arkansas, Pathology Laboratories of Arkansas, P.A. He has extensive experience with clinical chemistry and toxicology as a laboratory director. He is a certified Medical Review Officer through M.R.O.C.C. and has worked for the last several years as the M.R.O. for aTest Consultants Inc. With his training and extensive experience with laboratory medicine, he brings a unique perspective to employee drug testing interpretation and review.



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ATTENDEE REGISTRATION

Full Name: _____

Title: _____

Organization: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Phone Number: _____

Email: _____

PLEASE USE A SEPARATE FORM FOR EACH ATTENDEE

REGISTRATION & FEES

Includes registration, breaks and lunch

\$99 per person

Multiple Attendees from same organization: \$85 per person

MAIL CHECK PAYABLE TO "HRMA" ALONG WITH FORM TO:

P.O. Box 250587, LITTLE ROCK, AR 72225

OR...FAX FORM WITH CREDIT CARD INFO TO: (501) 244-2333

WHICH TYPE OF CARD: CIRCLE ONE — MASTERCARD VISA

Name on Card: _____

Credit Card Number: _____

EXP. DATE: _____ V-CODE: _____

Card Billing Address: _____

City: _____ State: _____ Zip: _____

Signature: _____

HRMA Tax ID: 26-3176729 HRMA Ark. State Vendor ID # 100168088

Questions? Call (501) 372-0929