

SCHEDULE OF EVENTS

7:30 – 8:00 am

Registration/Exhibitor Set-Up /Breakfast

8:00 – 9:00 am - 1 hour

WELCOME AND OPENING REMARKS/ KEYNOTE ADDRESS

Speaker: David Lau

David Ha'alilio Lau, also known as Kawika, is a keynote speaker, facilitator, and educator who is passionate about adding value to your leadership journey. David retired from the U.S. Army in 2014 with 21 years of service in the active, reserve, and National Guard components. David served as the Deputy Team Chief of an Embedded Counterinsurgency Advisor mission to Afghan National Security Forces during his last deployment. David was awarded the Bronze Star and Purple Heart for his actions in combat.

Moderator: Kyle Holland, AGC Houston

9:00 – 10:15 am - 75 minutes

Session 1– Safety and HR Roundtable Micro Conversations: What keeps you at night?

Topics: Weather Awareness, Crisis Management, Audits & Investigations, Employee Engagement, Talent Optimization, Total Rewards

One of the challenges that many safety and HR professionals face is how to balance the competing demands of their roles. How do you ensure that your organization is compliant with the relevant regulations, policies, and standards, while also fostering a positive and engaging work environment for your employees? These are some of the questions that we will explore in this roundtable micro conversation series. Each session will focus on a specific topic related to safety and HR and provide an opportunity for you to share your insights, experiences, and best practices with your peers.

10:15 – 10:30 am - 15 minutes

Networking Break and Vendor Visits

10:30 – 11:30 pm - 1 hour

Session 2– Safety and HR Joint Topic: Narcotics: Current Trends, Challenges and Opportunities

Presenter: Lt. James Holt, Pasadena Police Department

This session will provide an overview of the current situation and trends regarding narcotics use and abuse in the workplace. It will also discuss the challenges and opportunities for safety and HR professionals to prevent, detect and address this issue. The session will cover topics such as:

- The types and effects of narcotics on health, safety, and performance
- The legal and ethical implications of narcotics use and testing
- The best practices and policies for managing narcotics use and abuse
- The resources and support available for employees and employers

Moderator : Richard Weinstein, Hilb Group

11:30 pm – 1:00 pm - 1 hour 30 minutes

LUNCH | SAFETY AWARDS PRESENTATION | AGC OF AMERICA UPDATE

This lunch program will recognize the outstanding achievements of construction companies and workers in the Houston area who have demonstrated excellence in safety performance and management. You will also hear from Kevin Cannon, AGC of America Safety Director, about the latest trends and challenges in construction safety.

Moderator: Kim Mason, AGC Houston

1:00 – 1:15 pm - 15 minutes

Networking Break

1:15 – 2:00 pm - 45 minutes

Session 3 – Legal Update

Speakers: J. Shannon Gatlin, Cokinos|Young and Kevin Cannon, AGC of America

In this legal update our speakers will be providing summaries of several important issues and changes that have arisen over the past year related to laws that touch on the topics of HR and Safety, including:

- DOL efforts to raise minimum salary level
- Federal agencies' attempts to outlaw non-competes
- "Whole of government" collaboration between federal agencies
- New EEOC harassment guidance and Strategic Enforcement Plan priorities
- Reasonable accommodations related to religion after *Groff v. DeJoy*
- Pregnant Workers' Fairness Act and PUMP Act overview
- Status of Texas House Bill 2127 a.k.a. "Death Star" bill

The session also includes an AGC of America update on the latest regulatory issues and initiatives affecting safety in the commercial construction industry.

Moderator: Liz LeTourneau, Austin Commercial, LP

2:00 – 2:15 pm - 15 minutes

Networking Break

2:15 – 3:00 pm - 45 minutes

Session 4 – Slaying the Three-headed Monster: FMLA, ADA and Worker's Comp

Presenters: Tony Stergio, Andrews Myers, PC

The FMLA, ADA and The Texas Workers Compensation Act all impact employees. At times all three of these statutes apply to an employee request or need for leave at the same time. This presentation is designed to help an employer navigate employee leave in a way that will avoid liability under each of these overlapping statutes.

Moderator: Bobby Skyles, Marek Brothers Systems, Inc.

3:00 – 4:00 pm - 1 hour

Session 5 – Safety and HR Panel Discussion: Pre-employment Drug Screenings – Chronic Issues Surrounding Testing

Presenters: Tony Stergio, Andrews Myers, PC., Stephen Irving, Peckar & Abramson, PC, Melissa Bargainer, Tellepsen, and Robert Schindler, McCarthy Building Companies, Inc.

For years, broad spectrum pre-employment drug testing was the norm in the construction industry. With the legalization of marijuana in numerous jurisdictions and the semi-legalization in others (for medical usage) the practice of broad pre-employment testing may need to be reevaluated. The panel will look at these issues and provide the pros and cons of moving away from pre-employment drug testing that includes marijuana.

Moderator: Susan Phillips, Tellepsen

4:00 – 5:00 pm

Closing Remarks | Sponsored Happy Hour