



2018 NATIONAL UI ISSUES CONFERENCE

An aerial photograph of the Austin skyline at dusk, with the city lights reflecting on the water of the Colorado River. A large, stylized Texas state flag is overlaid on the image, with the text 'BE A UI STAR IN THE LONE STAR STATE' centered on the white field of the flag.

**BE A UI STAR
IN THE
LONE STAR STATE**

JUNE 27-29, 2018
SHERATON AUSTIN, HOTEL
AUSTIN, TX

WEDNESDAY
JUNE 27, 2018

9 a.m. - 5:30 p.m. Registration
9:30 - 11:30 a.m. UI 101 Basics
2 p.m. - 6 p.m. Exhibits
1 - 1:15 p.m. Welcome
1:15 - 2:15 p.m. The U.S. Economy and the Labor Market
2:15 - 3:15 p.m. National Unemployment Insurance Program Update
3:15 - 3:30 p.m. Break
3:30 - 4:30 p.m. National Unemployment Insurance Legislative Update
4:30 - 5:30 p.m. Competing Visions of the Future of UI
6 - 8 p.m. Reception

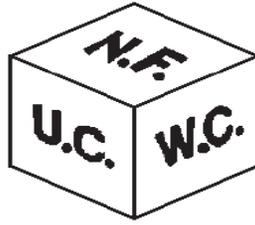
THURSDAY
JUNE 28, 2018

7 a.m. - 5 p.m. Registration
7:30 - 8:30 a.m. Breakfast
8 a.m. - 5 p.m. Exhibits Open
8:30 - 9:30 a.m. Paid Family and Sick Leave: The California Experience and a Federal Framework
9:40 - 10:40 a.m. How to Improve State UI Trust Fund Solvency
10:40 - 10:50 a.m. Break
10:50 - 11:50 a.m. - What is the Drug Testing Law? (*Attendees Choice*)
- UI Claims Appeal Mock Hearing (*Attendees Choice*)
12 Noon - 2:00 p.m. Lunch and Awards Program - *Lunch, Sponsors and Exhibitors, and Recognition Awards Presentations*
2:15 - 3:30 p.m. - UI Automated System Developments (*Attendees Choice*)
- Roundtable Discussion of Individual State UI Law (*Attendees Choice*)
3:30 - 3:45 p.m. Break
3:45 - 5 p.m. - Review of FUTA & SUTA Tax Status (*Attendees Choice*)
- Debate About Expanded Quarterly Wage Reports (*Attendees Choice*)
6 - 9 p.m. Reception

FRIDAY
JUNE 29, 2018

8 - 9 a.m. Breakfast
8 - 12 Noon Exhibits Open
9 - 10 a.m. Integrity Best Practices, Benefit Overpayment Recovery & Collection
10 - 10:15 a.m. Break
10:15 - 11:45 a.m. - Reemployment Eligibility Assessments & Reemployment Services (*Attendees Choice*)
10:15 - 11:45 a.m. - Unemployment Compensation in the Broader Employment Law Context (*Attendees Choice*)
11:45 a.m. - Noon Closing Remarks

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June 27, 2018

On behalf of the National Foundation for Unemployment Compensation and Workers' Compensation, permit me to extend a warm welcome to the 37th Annual National UI Issues Conference.

Thanks to UWC members and conference participants for their outstanding contributions in research, public policy advocacy, and promoting integrity and the ongoing health of the UI system, and specifically:

- For the significant time and effort of the many experts with us here today, who put forth their analyses and recommendations on the key issues facing UI stakeholders;
- For the UI Topics Task Force, which developed an agenda reflecting both longstanding and new challenges;
- For the active participation from state and federal public officials.

As the only national association specifically representing the interests of the business community on unemployment insurance (UI) issues, UWC serves a foundational role in protecting and enhancing the UI program. This conference has become a critical annual event in the ongoing evolution of the UI system, by promoting productive dialogue between the stakeholders and highlighting administrative best practices, integrity, reemployment and long term solvency of the program.

The Foundation is proud to serve as host, and is committed to continuing both the annual conference and our efforts to provide research and forums for dialogue in support of the UI program.

Again, welcome, and thank you for your interest and participation. Enjoy your time in Austin!

A handwritten signature in black ink that reads 'Thomas P. Crowley'.

Thomas P. Crowley
Chairman, Board of Trustees

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SPONSOR ACKNOWLEDGEMENTS

The National Foundation for Unemployment Compensation and Workers' Compensation is pleased to recognize leading employers, state workforce agencies, employer organizations, and service providers in the Unemployment Insurance industry. We thank the following sponsors for their generous contributions!

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CONFERENCE

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Conference Certification

Earn 13.75 Education Hours (PDCs) with SHRM

This year attendees can earn 13.75 professional development credits. At the completion of the conference, attendees can log into the [SHRM Certification Portal](#) to earn credits.

Conference Hotel

Sheraton Austin Hotel
701 East 11th Street
Austin, TX 78701
(512) 478-1111

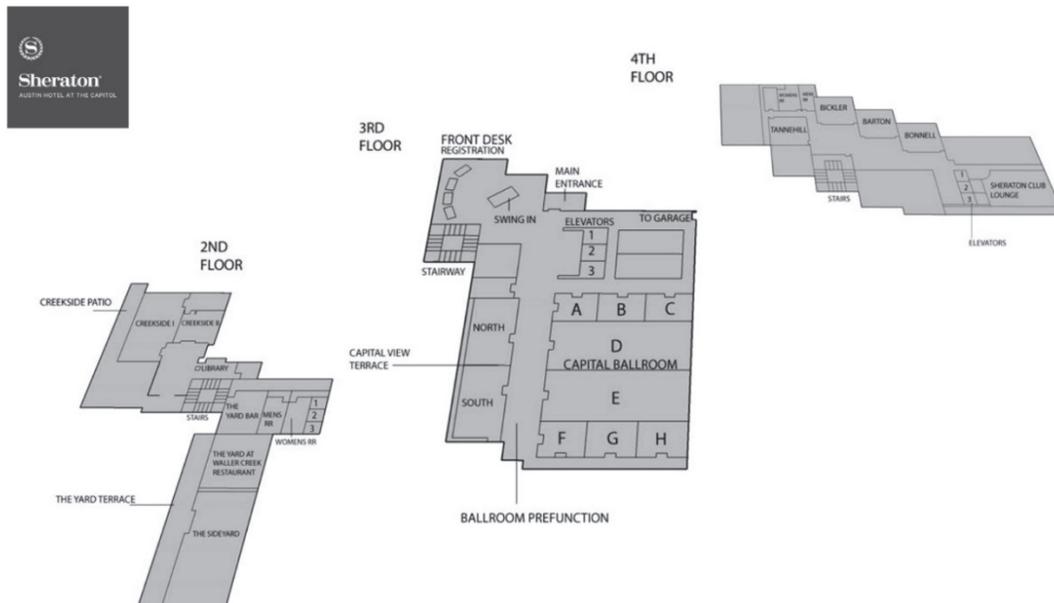
Hotel Dining Options

The Swing In

Start your day with Starbucks® coffee and breakfast bites at The Swing In. Drop by again for a fresh salad, sandwich, local craft beer, premium wine, or late-night snack.

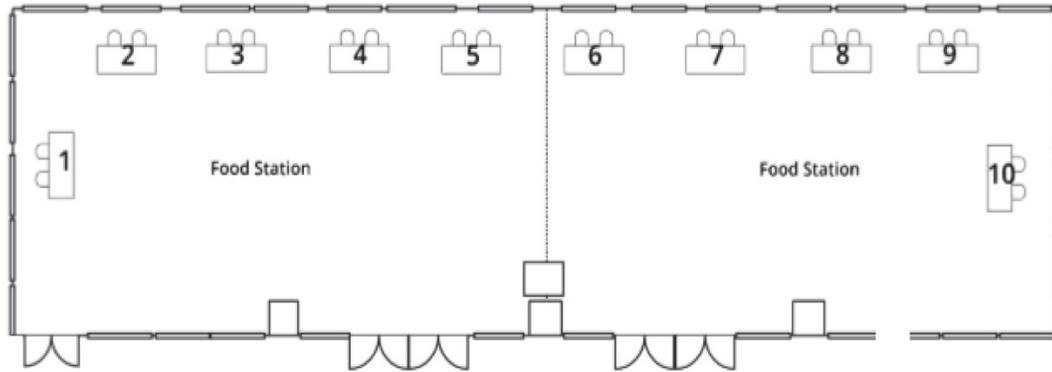
The Yard At Waller Creek

The Yard at Waller Creek offers local, sustainable cuisine for a true Austin experience. Our handcrafted lunch options and the chef's signature small dinner plates pair perfectly with a large selection of local spirits and craft beers on tap.



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EXHIBITOR MAP



2018 EXHIBITORS

Booth #1



Booth #5



Booth #2



Booth #6



Booth #3



Booth #7



Booth #4



Booth #8



BE A UI STAR IN THE LONE STAR STATE

Conference Agenda

Wednesday, June 27, 2018

Registration

Capitol Foyer E
9:00 am – 5:30 pm

Exhibits

Capitol View Terrance North/South
2:00 pm – 6:00 pm

UI 101 Basics

9:30 am – 11:30 am
Capitol Ballroom E

Jim Van Erden, *Senior Policy Advisor, National Association of State Workforce Agencies (NASWA)*

The workshop is designed to provide individuals who are new to unemployment insurance with a basic understanding of the federal/state unemployment insurance system; who pays, who benefits, what is the federal and state balance and how is the program administered? The workshop also serves as a refresher to UI professionals in advance of the broader conference agenda.

Welcome

1:00 pm – 1:15 pm
Capitol Ballroom E – H

Ruth Hughs, *Commissioner Representing Employers, Texas Workforce Commission*

The U.S. Economy and the Labor Market: Longer-term Perspectives and Near-Term Outlook

1:15 pm – 2:15 pm
Capitol Ballroom E – H

Jim Dolmas, *Senior Policy Advisor and Economist, Federal Reserve Bank of Dallas*

The presenter will review the state of the economy with particular reference to its impact on employment and unemployment. What are the key longer-run trends shaping the labor market, and where is it heading during the next few years? The presentation will also highlight some of the research on these questions being done within the Federal Reserve System.

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National Unemployment Insurance Program Update

2:15 pm – 3:15 pm

Capitol Ballroom E – H

Gay Gilbert, *Administrator, Office of Unemployment Insurance, Employment, and Training Administration, U.S. Department of Labor*

The Federal/State Unemployment Insurance program is experiencing very low claims workload, although there have been increases in disaster assistance in Texas, Florida and other states. State unemployment trust funds have significantly recovered although the trust fund balances in some states remain below levels recommended by US DOL for solvency. Ms. Gilbert will review the federal and state responses to recent disasters and the status of the Unemployment Insurance program from a national perspective.

Break

3:15 pm – 3:30 pm

Capitol View Terrace North/South

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National Unemployment Insurance Legislative Update

3:30 pm – 4:30 pm

Capitol Ballroom E – H

Doug Holmes, *President, UWC – Strategic Services on Unemployment & Workers' Compensation*

As the economy has improved and unemployment rates have trended down, legislative activity has begun to focus on long term program improvements and to prepare for the next recession. Mr. Holmes will review federal and state legislative enactments and initiatives of significance in 2017, and legislation currently being considered, as well as issues arising from new federal budget proposals and implementation of legislation enacted in recent years to address integrity, drug testing, unemployment trust fund solvency, and the delivery of workforce services for claimants and employers.

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Competing Visions of the Future of Unemployment Insurance

4:30 pm – 5:30 pm

Capitol Ballroom E – H

Doug Holmes, *President, National Foundation for UC and WC* (Moderator)

Larry Temple, *Executive Director, Texas Workforce Commission*

Maurice Emsellem, *Program Director, Fair Chance Team, National Employment Law Project*

Jim Keffer, *Texas Association of Business*

There are competing visions of the role of the UI system. Is it the front door to a broad range of entitlement benefits and services for individuals who are not employed? Paid Family leave? Is it a narrowly defined insurance system? Who should pay for the system? What should be the federal and state roles in the UI system? Should there be any change from the system as it was initially designed in 1935 and modified in the decades since? What are the impacts of different visions on employers, employees and states?

Reception

6:00 pm – 8:00 pm

The sideYard & Terrace

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The logo for Equifax, featuring the word "EQUIFAX" in a bold, italicized, sans-serif font with a registered trademark symbol (®) to the upper right.

BE A UI STAR IN THE LONE STAR STATE

Thursday, June 28, 2018

Breakfast

7:30 am – 8:30 am

Capitol Ballroom A – D

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Registration

7:00 am – 5:00 pm

Capitol E Foyer

Exhibits Open

8:00 am – 5:00 pm

Capitol View Terrace North/South

Paid Family and Sick Leave: The California Experience and a Federal Framework

8:30 am – 9:30 am

Capitol Ballroom E – H

Marti Fisher, *Policy Advocate, California Chamber of Commerce*

Mike Aitken, *Vice President, Government Affairs, Society for Human Resource Management*

Paid Family Leave and paid sick leave have continued to be an issue as employees try to meet their work and family responsibilities. While many employers voluntarily offer various types of paid leave, some employers, particularly small business, cannot afford to provide paid leave to their employees. In this environment, four states have enacted paid family programs and 10 states now require employers to provide paid sick leave while still other states consider adopting similar paid leave requirements. The lack of consistent state and local policies across the nation have led to employer confusion and administrative burdens. In a tight labor market, employers seek ways to provide benefits to attract and retain workers. President Trump included a provision to pay for parental leave through the UI system as part of the FY 2018 and 2019 budget proposals and there continues to be interest in some additional federal response to this issue. In this session, you will hear about two different approaches - the California experience with state mandated family and sick leave policies, and a legislative proposal in Congress, sponsored by Representative Mimi Walters (R-CA), that allows employers that choose to offer a minimum threshold of paid leave and a flexible work option to all employees to automatically satisfy all state and local paid leave requirements.

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How to Improve State UI Trust Fund Solvency Before the Next Recession

9:40 am – 10:40 am

Capitol Ballroom E – H

Lockhart Taylor, *Assistant Secretary, Division of Employment Security, North Carolina Department of Commerce*

Wendy Block, *Senior Director, Health Policy, Human Resources & Business Advocacy, Michigan Chamber of Commerce*

The panelists will review how they were successful in improving their state UI trust fund solvency through legislation and/or administrative measures post the 2008 recession and offer suggestions to prepare for the next recession.

Break

10:40 am – 10:50 am

Capitol View Terrace North/South

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What is the Drug Testing Law? How does pre-and post-employment drug testing work? Who does it? How is it done? How can it work in UI administration?

10:50 am – 11:50 am

Capitol Ballroom E

Tony Fiore, *Attorney, Kegler Brown Hill + Ritter*

Bruce Jefferies, *President/CEO, National Screening Center, LLC*

There has been considerable debate since the enactment of specific authority enabling states to drug test UI applicants about the circumstances under which testing would be appropriate, who would perform the tests and the effect on the eligibility of UI applicants as they filed continued claims. Many employers and agencies include drug testing as part of their normal operating procedure. This workshop offers a review of the current law, how drug testing is done and suggestions as to how it could be effective in assuring that individuals are able and available to work and prepared to effectively seek reemployment.

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UI Claims Appeal Mock Hearing Workshop

10:50 am – 11:50 am

Capitol Ballroom F - H

Lori Roberts, Billy Rudnick, Joe Fogarty, Amy Scola, Equifax

Jennifer Howell, Staffmark

Hugh Daniel, Hearing Officer, Texas Workforce Commission

UI administrative appeals provide for on the record hearings to determine whether a claimant may be disqualified from unemployment compensation. The hearings require specialized knowledge of hearing procedures, an understanding of evidentiary rules, presentation of evidence, witness testimony, and the UI law in each state. This workshop will present a view into the details of a UI hearing and the issues typically addressed. Panel presenters will conduct a “mock hearing” with the results to be determined.

Lunch and Awards Program

12:00 Noon – 2:00 pm

Capitol Ballroom A – D

- Two Minute Drill for Sponsors and Exhibitors
- Recognition Awards

UI Automated System Developments and Impacts on Employers

2:15 pm – 3:15 pm

Capitol Ballroom E

Tom Byerley, Operations Director, State information Data Exchange System, National Association of State Workforce Agencies

Timothy Rush, Director of Reemployment Assistance, Mississippi Department of Employment Security

Ofer Eckstein, Partner – IT & Operations, Personnel Planners, Inc.

The administration of unemployment insurance has become increasingly automated, with the implementation of SIDES and state automated systems that impact administrative costs as well as employers and claimants. The panel will review the impact of SIDES implementation and multi-state and state automated systems projects on employers and their representatives.

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Roundtable Discussion of Individual State UI Law and Policy Issues

2:15 pm – 3:15 pm

Capitol Ballroom F – H

Tony Fiore, *Attorney at Law, Kegler Hill Brown + Ritter*

Thomas D. Chan, *Assistant Legal Counsel, Illinois Department of Employment Security*

Justin McFarland, *General Counsel, Kansas Department of Labor*

State legislatures in many states have taken significant steps to reform state UI law and administration and adjusted unemployment tax and benefit provisions to address solvency. This roundtable provides a forum to review the most recent state legislative and administrative changes. As states often serve as laboratories of innovation, changes implemented locally often may be the source of ideas for other states or for federal legislation. The roundtable of state and employer representatives will review significant state law and policy changes with participation from the workshop attendees.

Break

3:30 pm – 3:45 pm

Capitol View Terrace North/South

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Review of FUTA and SUTA Tax Status and Projections

3:45 pm – 5:00 pm

Capitol Ballroom E

Ron Wilus, *Chief, Division of Fiscal and Actuarial Services, Office of Unemployment Insurance, Employment and Training Administration, US DOL*

Steve Carter, *Assistant Director, Government Relations Tax, Equifax Workforce Solutions*

A key part of budgeting for an employer is projecting costs, including the cost of unemployment insurance for the coming budget period. US DOL prepares a UI Outlook updated twice a year that is used to project FUTA rates and revenue for the federal ten year budget period. Employers engage tax analysts and actuaries to project tax rates and costs for individual employers. What methodologies are used? What are the projections for FUTA and SUTA for the coming year?

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The Debate about Expanded Quarterly Wage Reports to Include Occupation Information

3:45 pm – 5:00 pm

Capitol Ballroom F – H

Thomas P. Crowley, *Director, Government Affairs – UI, Automatic Data Processing*

Bruce Madson, *Assistant Director, Ohio Department of Job and Family Services*

There is an ongoing debate about the value of requiring employers to report occupation information as part of the UI quarterly wage reports. The quarterly UI wage report is not only used in performance evaluation for WIOA, but also has value in evaluating whether the education and training has value in filling the workforce needs of employers and enabling individuals to be assured that the education and training in which they enroll prepares them for jobs in demand. Some employers already participate in voluntary networks that are used to evaluate education and training as part of the hiring process. However, there is currently no nationwide source of uniform occupational data on all employees that may be accessed. Although some employers see value in a nationwide data base that includes uniform occupation information data, employers are generally not prepared to meet the added burden of determining occupational codes for every employee and submitting that information on a quarterly basis. The cost/benefit to most employers is not favorable. Still a number of states have required the reporting of occupation with UI quarterly reports. What have been the results of these state requirements on employers, state agencies, and on the availability of accurate and reliable occupation information?

6:00 pm – 9:00 Reception

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Friday, June 29, 2018

Breakfast

8:00 am – 9:00 am
Capitol Ballroom D

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Exhibits Open

8:00 am – 12 Noon
Capitol View Terrace North/South

Integrity Best Practices, Benefit Overpayment Recovery and Collection Integrity Center

9:00 am – 10:00 am
Capitol Ballroom E-H

Jim Van Erden, *Senior Policy Advisor, National Association of State Workforce Agencies (NASWA)*

Randy Gillespie, *Project Director, NASWA Unemployment Insurance Integrity Center*

Bradford Ward, *Director, Office of Investigations, Texas Workforce Commission*

The integrity of the Federal/State UI system has come under increased scrutiny because of state unemployment trust fund insolvency, high improper payment rates, fraud and scarce resources to address integrity issues. USDOL, individual states and employers have responded with improved systems to identify and avoid improper payments and fraud. NASWA, in partnership with USDOL, created the UI Integrity Center to work with states to find and support solutions to detect and reduce fraud and improper payments. This panel will review the latest innovations and tools being developed by the Center to address integrity.

Break

10:00 am – 10:15 am
Capitol View Terrace North/South

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Reemployment Eligibility Assessments and Reemployment Services – Innovations

10:15 am – 11:45 am

Capitol Ballroom F-H

Brett Flachsbarth, *Director of Unemployment Insurance, Kansas Department of Labor*

Maurice Emsellem, *National Employment Law Project*

There is broad support among the primary stakeholders in the UI system for expanded efforts to provide eligibility assessments and reemployment services of unemployment claimants. REA/RES has been shown to reduce the duration of unemployment and can provide a faster and better connection between UI claimants and employers who are in need of workers. In this workshop we will review the best practices in REA/RES administration, discuss the availability of additional funds, and consider the potential targets for the use of these funds. (Automation, in person eligibility reviews, assessment, counseling, referral, and performance measurement).

Unemployment Compensation in the Broader Employment Law Context

10:15 am – 11:45

Capitol Ballroom E

Elsa G. Ramos, *Legal Counsel to Commissioner Ruth R. Hughs*

William T. (Tommy) Simmons, *Legal Counsel to Commissioner Ruth R. Hughs*

This workshop will provide a detailed look at how unemployment claims impact and are impacted by other important state and federal employment laws. Participants will study how an employer's compliance with discrimination, employee relations, and wage and hour laws can directly and indirectly affect the outcome in an unemployment claim. The speaker will touch upon advanced topics, such as how to bring official documentation from agencies concerned with other laws into evidence for an unemployment claim, what to do if you find out that the claimant has an attorney and will file more serious claims or litigation against the employer, how testimony can turn into pitfalls, and much more.

Closing Remarks

11:45 am – 12:00 pm

Capitol Ballroom F-H

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2018 AWARD RECIPIENTS

Each year UWC accepts nominations for awards to individuals who have made outstanding contributions in research, public policy, UI system integrity and contributions to UWC. A Recognition Awards committee reviews nominations and selects individuals for recognition at the annual National UI Issues Conference.

The **J. Eldred Hill, Jr., Award:** This award is named for J. Eldred Hill, Jr., former president of UWC (then UBA), and is given to an individual for excellence in the public policy arena in service to the employer community.

The **UI Integrity Award:** This award is given to recognize demonstrated commitment to preserving the integrity of the unemployment system.

In 2018 we received many nominations of individuals and groups deserving of recognition.

This year, UWC and the NFUCWC recognize two individuals to receive the J. Eldred Hill Award, and one individual to receive the UI Integrity Award.

Please join me in congratulating these individuals in recognizing their outstanding contributions to the Unemployment Insurance system.

Sincerely,



Douglas J. Holmes
President

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J. ELDRED HILL, JR. AWARD: GAY M. GILBERT

Gay Gilbert is among a very small number of individuals in the history of the UI Program to have had a profound impact on Unemployment Insurance in the United States. From her days as a UI Director and Deputy Administrator in Ohio to her career as US DOL Senior Executive Staff, Administrator of the Office of Workforce Investment, and Administrator of the Office of Unemployment Insurance, Gay has been the consummate professional in addressing the most difficult issues facing Unemployment Insurance and finding solutions.



Early in her career Gay lead the way in development of meaningful Unemployment Insurance program evaluation metrics, and in her role at the US Department of Labor she has demonstrated the commitment to continuous improvement to assure that the Unemployment Insurance system meets the needs of unemployed workers and connects them with employers.

Gay successfully advocated for improved and expanded Reemployment Services and Reemployment and Eligibility Assessments that have become a primary focus of the UI program.

Gay was a driving force in the development of the State Information Data Exchange System that is now the platform through which information is exchanged in the determination of unemployment compensation across the country. Determinations are rendered more quickly and more accurately to the benefit of unemployed workers and employers in large measure because of the work of Gay Gilbert.

In the area of program integrity, Gay was among the first to recognize that with increased automation and access through the internet there would be increased stress on the integrity of benefit payments and the threat of identity theft would be significant. Working with NASWA and the Office of Inspector General, Gay lead the development of the Integrity Center and initiatives to identify fraud and identity theft early and to avoid erroneous payments that would otherwise be charged to employer accounts.

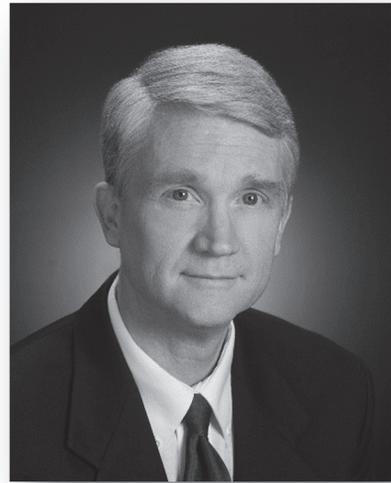
Gay Gilbert led US DOL in coordinating the administrative response to dramatically increased unemployment in the Great Recession of 2008 and the seemingly endless changes in statutory requirements.

Gay's list of positions of responsibility for the Unemployment Insurance program alone would be worthy of recognition, but it is her personal integrity, strength of character, dedication and commitment that really set her apart as deserving of highest recognition. We in the unemployment insurance system have been fortunate to have had Gay Gilbert as a leader of the UI Program. It is our honor to present Gay Gilbert with the J. Eldred Hill Award for excellence in the public policy arena and in service to the employer community.

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J. ELDRED HILL, JR. AWARD: WILLIAM T. (TOMMY) SIMMONS

For over 30 years, Mr. Simmons has served as an incredible champion for employers in his role as Senior Legal Counsel to the employer commissioner. In that time, he has given more than 2,000 presentations to employer groups in many different venues, including monthly Texas Business Conferences (TBC) held throughout the state. Mr. Simmons' institutional experience and profound knowledge of the state and federal Unemployment Insurance laws has been invaluable to Texas employers. He has worked with TWC commissioners to develop a model for other states to consider as a best practice in outreach and service to employers. Mr. Simmons' dedication to managing and maintaining the resources provided to businesses in Texas is fundamental to the success of the Texas Workforce Commission. He has worked tirelessly to respond to employer questions through the employer hotline and provides guidance on employment matters. He has conducted Texas Business Conferences, a series of employment law seminars for employers held each year throughout the state.



Mr. Simmons has provided valuable insight into employment law by authoring articles for the quarterly magazine *Texas Business Today*. The magazine is a free online informational newsletter covering issues and interests of Texas employers. Through this magazine, employers around the state write to Mr. Simmons with questions about employment law. Perhaps one of Mr. Simmons's most lasting legacies will be the *Especially for Texas Employers* manual. This unparalleled publication is an invaluable tool and is available to all Texas employers free of charge. Informed by his many years as a private sector employment law attorney and his policy work at the Commission, the manual provides a resource for decoding often confusing state and federal employment laws. *Especially for Texas Employers* provides detailed, easy-to-understand procedures for employers to follow in dealing with:

- Hiring Issues;
- Pay and Policy Issues;
- Work Separation Issues;
- Post-Employment Issues;
- Employment Law Litigation; and
- UC and Texas Payday Law Claims

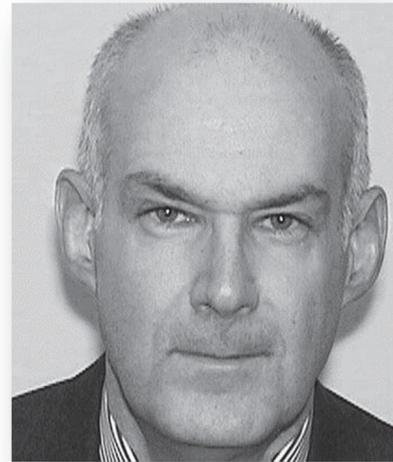
Texas employers find this publication indispensable for day-to-day business operations. As part of his dedication to supporting employers, Mr. Simmons developed a critical employment law interface for desktop computers and mobile device apps for employers in three different formats. He has been an integral part of the Employer Commissioners' extensive outreach to the employer community over the years. We are pleased to recognize William T. (Tommy) Simmons with the J. Eldred Hill, Jr. Award for his dedicated service to the employer community.

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UI INTEGRITY AWARD: JOSEPH MUELLER

Joseph Mueller has dedicated more than a quarter century of his life to the Illinois Department of Employment Security and the unemployment insurance system. He is the state's foremost expert on the UI system and is looked upon as a fair arbiter by both the business community and organized labor.

Mr. Mueller is the Chief Legal Counsel to the Illinois Department of Employment Security (IDES) - a role he has held for 27 years through Republican and Democratic administrations. As Chief Legal Counsel, he oversees the Office of Legal Counsel, the Board of Review, the Attorney General's Office Division which is embedded within the IDES, and the Division of Appeals. In the aggregate, Joe oversees 56 attorneys not including non-attorney support staff.



Illinois uses an "agreed bill process" under which business and labor meet every few years to negotiate changes to the Unemployment Insurance Act. The state has dealt with multi-billion deficits, bonding, and changes in the definition of misconduct, and other critical issues that impact employers and workers.

Mr. Mueller's service to the integrity of the UI system has expanded beyond Illinois to his work on various national committees for the National Governors' Association and the National Association of State Workforce Agencies. He played a key role in advocating for the state based UI system to amend federal law to assure that states had the authority to modify alternative base periods upon which to determine benefit eligibility.

Mr. Mueller for many years served as an expert presenter at the National UI Issues Conference hosted by the National Foundation for Unemployment Compensation and Workers' Compensation. He embodies all of the attributes that the award recognizes, and is truly deserving of this recognition. For the reasons noted above it is our pleasure to recognize Joseph Mueller with the UI Integrity Award.

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SPEAKER BIOGRAPHIES

Mike Aitken

Society for Human Resource Management

Mike Aitken has worked at SHRM since 2003 and currently serves as the vice president of Government Affairs. Prior to joining SHRM, he served for 14 years as associate director for Governmental and External Relations at the College and University Professional Association for Human Resources (CUPA-HR). Previously, Aitken worked on state public policy issues at Bonner & Associates, a public affairs firm in Washington, DC. Currently, he is based in Alexandria, VA.



Wendy Block

Michigan Chamber of Commerce

Wendy Block is the Senior Director of Health Policy, Human Resources & Business Advocacy for the Michigan Chamber of Commerce. Wendy advocates for Chamber members on a wide range of issues, including health care, legal reform, workforce development and employment law. Wendy has worked in and around Lansing political circles for nearly two decades. Prior to joining the Chamber, Wendy served as a Policy Advisor to the Speaker of the Michigan House of Representatives and held other legislative positions in the State House and Senate. A native of Holland, Michigan, she holds a B.A. from Loyola University in Chicago, Illinois. The Michigan Chamber of Commerce is a statewide business organization representing approximately 6,400 employers, trade association and local chambers of commerce.



Tom Byerley

NASWA

Tom Byerley has worked on the NASWA SIDES project since September 2014. He brings significant in-depth programmatic and administrative experience from 40 years working in the Unemployment Insurance Program within the state and private sector to the SIDES Team. Before joining NASWA, Tom worked two years each at ADP, LLC as Director of Government Relations and Xerox where he also worked on SIDES following his retirement from the State of Oregon Employment Department. Tom enjoyed a 33-year career with the Employment Department with the last nine years serving as the UI Division Administrator.



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Stephen W. Carter

Equifax Workforce Solutions

Steve Carter is the Assistant Director for Government Relations in the tax area. In that role, he consults with state and federal agencies in the area of payroll taxation including unemployment insurance. He also consults with larger clients and employer advocacy groups concerning the development of policy, regulatory and legislative solutions. He has taught at Michigan State University's School of Industrial Relations and has authored several articles. His background includes appointive roles with the Michigan Employment Security Board of Review, and the Missouri State Unemployment Advisory Council.



Thomas Chan

Illinois Department of Employment Security

Thomas Chan has served as Assistant Legal Counsel at the Illinois Department of Employment Security since June of 2015. Before joining IDES, he served as Legal Counsel to the Illinois State Senate Republican Caucus in Springfield, Illinois for five years, where he staffed the Senate Executive Committee and the Labor Committee. Tom has also spent time representing corporate entities in private practice, as a 711-licensed prosecutor, and clerking for the Chicago Board of Trade. He holds a BA from the University of Illinois at Chicago and Juris Doctor *cum laude* from Northern Illinois University College of Law.



Tom Crowley

ADP

Tom has been Director – Government Affairs for ADP, LLC since January 2015 where he is responsible for relationship management for ADP with state unemployment insurance (UI) tax agencies. He is also the current Chairman, Board of Trustees of the National Foundation for Unemployment Compensation and Workers' Compensation. For the nearly 9 years prior to joining ADP he served as the UI Tax Chief for the U.S. Department of Labor in Washington DC where he provided national leadership for the Office of Unemployment Insurance to fulfill Federal oversight responsibilities for the state UI tax programs. Prior to Federal service he served for 30 years in various leadership positions for the State of Maryland in the area of UI tax administration. He is a graduate of Loyola College in Baltimore, MD with a degree in accounting and currently resides in Havre de Grace MD.



BE A UI STAR IN THE LONE STAR STATE

Hugh Daniel

Texas Workforce Commission

Hugh Daniel has a Bachelor's degree from the University of Texas at Austin and a Juris Doctor degree from The University of Houston. He is a Manager with the Appeals department of the Texas Workforce Commission. Hugh has worked for the Agency for over six years, beginning with the Commission Appeals department as a Reviewing Attorney. He has experience in various aspects of appellate services with the Agency, including working with the Commissioners' offices, as a Hearing Officer, and more recently on shaping policies and procedures in the Appeals department with an emphasis on modernization.

Jim Dolmas

Federal Reserve Bank of Dallas

Jim Dolmas is a senior research economist and advisor at the Federal Reserve Bank of Dallas. His main research interests are in the field of macroeconomics, where he has worked on such topics as the costs associated with business cycles, the effectiveness of stabilization policy, inflation measurement, and the politico-economic determinants of inflation, taxation and immigration policy. His research has appeared in scholarly journals such as *International Economic Review*, *Review of Economic Dynamics* and *Journal of Economic Dynamics & Control*.

Dolmas holds a PhD in economics from the University of Rochester and a bachelor's degree with honors in economics from the University of Chicago. Prior to joining the Dallas Fed in June 2000, he taught economics at the undergraduate and graduate level at Southern Methodist University. He has also taught at the University of Rochester and the University of Texas in Austin. Dolmas developed and maintains the Dallas Fed's Trimmed Mean PCE inflation rate. In addition to briefing the Bank's president on national economic conditions, Dolmas writes monthly analyses of inflation data for the Bank's website.



Ofer Eckstein

Personnel Planners, Inc.

Ofer is a Partner at Personnel Planners, with core responsibilities over IT & Operations. In 2013, Ofer designed and developed Personnel Planners' SIDES-integrated Claims Management System and has since been involved in technical and business aspects of UI, both at Personnel Planners and outside, advising on individual state initiatives as well as national ones through the SIDES Operations Committee, where he is currently serving as a Vice Chair representing TPAs and employers. Most recently, Ofer led a subcommittee in charge of an upcoming data format update to the SIDES Monetary & Potential Charges (MPC) exchange.



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Maurice Emsellem

National Employment Law Project

Maurice Emsellem joined NELP in 1991. At NELP, he has worked on collaborations with organizers and advocates that have successfully modernized state unemployment insurance programs, created employment protections for workfare workers, and reduced unfair barriers to employment of people with criminal records in state laws and in city hiring practices. He has testified before Congress and numerous state legislatures, promoting innovative policy reforms. He was a Soros Justice Senior Fellow in 2004 and a Stanford Public Interest Law Mentor in 2003.



Tony Fiore

Kegler, Brown, Hill + Ritter

Tony Fiore is a demonstrated advocate with exceptional knowledge of local, state and federal laws and of national and international legal and business regulations. He is a recognized leader among businesses and state and national trade associations. His career is marked by his leadership in bringing about significant reforms to Ohio and other states' unemployment programs, as well as Ohio's civil justice system. He developed and coordinated the Ohio Chamber's advocacy for the most comprehensive reforms to Ohio's Fair Employment Practices Act since its creation. In addition, Fiore counsels companies on best practices within the workplace, risk management strategies for state-funded and self-insured entities, as well as legislative and administrative changes that impact a company's bottom line. Tony works closely with human resource management professionals across Ohio and in Washington, D.C., through his service as the government affairs director on the Ohio State Council of SHRM. He also serves as editor of the Highlights of State Unemployment Compensation Laws publication of the National Foundation for Unemployment Compensation and Workers' Compensation.



Marti Fisher

California Chamber of Commerce

Marti Fisher joined the California Chamber of Commerce in January 2006 as a policy advocate. She leads CalChamber advocacy on unemployment insurance leading the business community in UI legislation and regulation, including negotiations with the state to reform the UI system and address solvency. She also handles advocacy for a number of other issues that include immigration, occupational safety and health, cannabis, and regulatory reform. Fisher brought to CalChamber more than 15 years of experience in occupational safety and advocacy as director of safety, health and regulatory services with the Associated General Contractors of California (AGC) immediately before joining the CalChamber policy team.



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Brett Flachsbarth

Kansas Department of Labor

Brett is the Director of Unemployment Insurance for the Kansas Department of Labor (“KDOL”). He joined KDOL in 2005 and has served in his current capacity since 2013. During his time with the agency he has worked in a variety of roles including Chief of Appeals and counsel to the Employment Security Board of Review and the Public Employee Relations Board. He is a current member and Vice-Chairman of the Steering Committee for the Information and Technology Support Center (“ITSC”).



Joe Fogarty

Equifax Workforce Solutions

Joe Fogarty has worked in various areas of the unemployment system since 1973 with the New Jersey Department of Labor and presently is the Manager of Government Relations for Equifax Workforce Solutions.

Gay M. Gilbert

U.S. Department of Labor, Employment and Training Administration

Gay joined the U.S. Department of Labor, Employment and Training Administration (ETA) in November 2000 and currently serves as the Administrator of the Office of Unemployment Insurance overseeing the nation’s federal–state Unemployment Insurance program. Previously, Gay also served as ETA’s Administrator for the Office of Workforce Investment providing federal oversight of America’s workforce investment system. Prior to joining the U.S. Department of Labor, Gay was a senior official for the State of Ohio overseeing workforce programs and unemployment insurance for ten years.



Randy Gillespie

National Association of State Workforce Agencies

Randy Gillespie serves as the Project Director for the NASWA Unemployment Insurance (UI) Integrity Center, a partner organization of the U.S. Department of Labor, charged with developing tools and solutions to reduce improper payments and fraud. Prior to his current role, Randy served as Deputy Commissioner and Chief Financial Officer for the Indiana Department of Workforce Development, where he oversaw the financial aspects of unemployment insurance and workforce development programs, including Indiana’s Unemployment Insurance Trust Fund and Title XII loans. Randy also participated in the successful implementation of Indiana’s modernized Unemployment Insurance IT System.

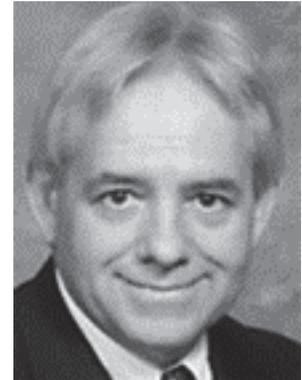


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Douglas J. Holmes

UWC—Strategic Services on Unemployment & Workers' Compensation

Douglas J. Holmes began as President of UWC in November, 2006. In his position as President of UWC, Doug serves as a legislative and policy resource for business. UWC counts as members an array of national and state business trade associations, Fortune 500 companies and third party administrators. Doug also serves as President of the National Foundation for Unemployment Compensation & Workers' Compensation, which produces regular comparisons of state law and hosts the annual national unemployment insurance issues conference. Over a period of 21 years, Mr. Holmes served Ohio as Deputy Director of the Ohio Department of Job and Family Services, Deputy Administrator of the Ohio Bureau of Employment Services, Director of the Unemployment Compensation Division, Assistant Director, UI Tax, Legal Counsel, and Secretary of the Ohio Unemployment Compensation Advisory Council. Doug regularly provides subject matter expertise on unemployment insurance issues for business representatives and states and has testified numerous times before the US House of Representatives, the U.S. Senate, and state legislatures with respect to UI law and policy. He is a graduate of the Ohio State University and the University of Toledo College of Law.



Ruth Hughs

Texas Workforce Commission

Ruth Ruggero Hughs is the Commissioner Representing Employers of the Texas Workforce Commission. Gov. Greg Abbott appointed her to the three-member commission in July 2015. Her term as commissioner expires on February 1, 2021. As the Commissioner Representing Employers, Commissioner Hughs serves as an advocate for the nearly 500,000 Texas Employers and her office provides a variety of resources including training and assistance with workplace concerns. Prior to her appointment, Hughs served in the private practice of law and was also a small business owner. Prior to her work in the private sector, Hughs served in the Texas Attorney General's Office as the director of defense litigation, assisting in the management of the 11 civil litigation divisions. Commissioner Hughs was recognized twice as a Rising Star in the legal community by Texas Monthly and is a graduate of The University of Texas at Austin and Rutgers Law School.



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Bruce Jefferies

National Screening Center

Bruce Jefferies is the owner of National Screening Center and National Assessment Center and has owned these companies for 20 years. He is also on a board with the Drug Enforcement Administration. He currently operates in all 50 states and has testified in over 1000 cases. Bruce has testified all over the state of Texas and also out of State in some cases. His company has contracted with some of the largest companies in the world. His company doesn't just test for courts but also companies located throughout the U.S.A. Bruce is also a Federal Drug Collector. He has been certified through the Federal government and from numerous laboratories and is an expert in the reading and deciphering drug test results. He stays up to date on new tests including K-2 and bath salts testing. He uses only certified laboratories to test his samples and with his lab choices he can always back up his finding. He has personally visited the labs and watched all steps of the testing process. He has now begun re-testing crime samples for a second opinion. Bruce's company also offers DNA testing whether it be for a paternity case or for a crime case.

Jim Keffer

Texas Association of Business

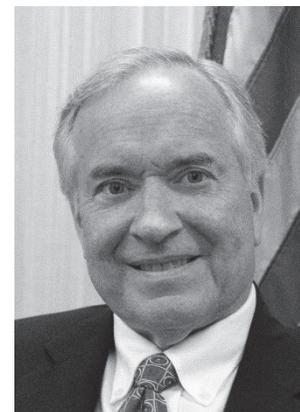
Jim Keffer has been at the center of business and politics in Texas for decades. As a 10-term Republican State Representative and President of EBAA Iron Sales, Inc., he has had the unique perspective of both crafting public policy and successfully operating a family iron foundry within the environments those policies created. Keffer was a member of the Texas House of Representatives from 1997 to 2017. For his leadership in the legislature, Keffer received numerous awards and recognitions including *Texas Monthly's* "Top 10 Legislators", the Texas Association of Business's "Champion of Free Enterprise Award", the Texas Medical Association's "Texas Medicine's Outstanding Legislator Award", the Texas Industrial Vocational Association's "Outstanding Leader Award", the Texas Academy of Family Physician's "Patient Advocacy Award", and he was recognized as a "Star for Rural Texas" by Texas Farm Bureau.



Bruce Madson

Ohio Department of Job & Family Services

Bruce is the Assistant Director and is responsible for all Department of Labor funded programs operated by ODJFS including the Offices of Unemployment Insurance Operations, and Workforce Development which collectively employ about 1300 state staff. Bruce has had oversight responsibility for the Labor Programs for the past three state administrations. Bruce has been actively engaged in workforce development programs for over 40 years and has been elected to the Board of Directors of the National Association of State Workforce Agencies several times representing Ohio, Michigan, Indiana, Illinois, Minnesota and Wisconsin as well as serving two terms as Chairman of the NASWA Unemployment Insurance Committee. In 2016 Mr. Madson was appointed by the U.S. Secretary of Labor to a three-year term on the Workforce Information Advisory Committee (WIAC) which is a statutory advisory body for the Bureau of Labor Statistics and the Employment and Training Administration.



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Justin McFarland

Kansas Department of Labor

Justin has degrees in economics and law from Washburn University. He currently serves as the Deputy General Counsel and Director of Labor Market Information for the State of Kansas Department of Labor, where he has worked for 7 years. Prior to entering public service, he was in private practice. In addition to his roles with the Department of Labor, Justin is also an adjunct faculty member at Baker University, teaching in the MBA program in the School of Professional and Graduate Studies.



Patricia Powell

Equifax Workforce Solutions

Pat has been in the unemployment industry for over 36 years with extensive experience in State Unemployment Insurance Tax. Pat's responsibilities include the operations of the Employer Tax Service (ETS) group, the Benefit Charge Auditing Service group and the UI Government Relations team. She is actively involved with the government relations team which continues to foster channels of communication with Unemployment Insurance (UI) Program leadership at the state and federal levels. She received her Associates degree from Gulf Coast College and attended Franklin University in Columbus, Ohio.



Elsa G. Ramos

Texas Workforce Commission

Elsa is legal counsel to Ruth R. Hughs, the Commissioner Representing Employers at the Texas Workforce Commission (TWC). She advises Commissioner Hughs on high-level unemployment appeal cases, policy initiatives, and legislative changes. Ramos is a regular participant at the Texas Business Conferences. These seminars are hosted by TWC throughout Texas each year and are designed to educate employers on various employment related topics. She also speaks at various events on the topic of Handling Unemployment Claims and Appeals. She continues her efforts to educate Texas employers on matters and topics relevant to their businesses by contributing articles to TWC's quarterly newsletter, *Texas Business Today*. In addition, Ramos provides information and guidance to employers who contact the office on the employer hotline with questions about employment law matters and employee management issues. Ramos received both her undergraduate degree in architectural studies and her law degree from the University of Texas at Austin. She spent the first eight years of her career in private practice handling criminal defense cases and family law matters in Travis and surrounding counties. She joined the Commission Appeals department of the Texas Workforce Commission in 2010 and became a permanent staff attorney for the office of the Commissioner Representing Employers in January 2012.



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William H. Rudnick

Equifax Workforce Solutions

Billy Rudnick began work in the unemployment compensation business as a hearing representative in 2003 for an employer third party administrator after an extensive career in the hospitality industry. In 2008, Equifax Workforce Solutions promoted him to Government Relations Manager – Western Region. He is an accomplished liaison with Unemployment Program leadership at the state and federal levels. For several years he was a member of the State of Washington ESD's Unemployment Insurance Advisory Committee, and is a current member of the Association of Washington Business UI Legislative Committee.



Timothy Rush

Mississippi Department of Employment Security

Timothy has served the state of Mississippi for 26 years in a variety of roles. As Office Director he is responsible for the reemployments benefits assistance program formerly known as the unemployment insurance program and operations. He has served as the Chief Administrative Law Judge for the Lower Authority Appeals for unemployment insurance, State Workforce Investment Act Equal Opportunity Officer, Unemployment Insurance Appeals Referee and Employment Interviewer II with the Mississippi Employment Security Commission. Previously he was employed as an Unemployment Insurance Tax Deputy with the Alabama Department of Industrial Relations and also worked as an Assistant Bank Examiner with the Federal Deposit Insurance Corporation.



Amy Scola

Equifax Solutions

Amy Scola is the Senior Director of Systems Operation and Analysis. She has been employed with Equifax and working closely with the UI Claims process for 27 years. Amy oversees SIDES and system integrations with both state agencies and clients.

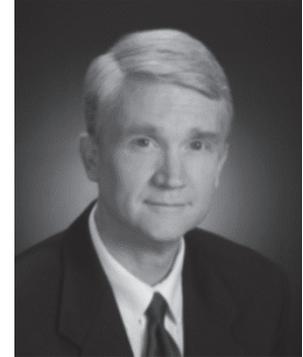


BE A UI STAR IN THE LONE STAR STATE

William T. Simmons

Texas Workforce Commission

As a private-sector employment law attorney from 1998 to 2004, Tommy Simmons advised and represented businesses in employment law matters, and operated an online employment law information site focused on the needs of employers. In the public sector, Mr. Simmons serves as the senior legal counsel for Commissioner Ruth Ruger Hughes, the employer representative on the Texas Workforce Commission from July, 2015 through the present time, and served in the same capacity for the prior employer representatives on the Texas Employment Commission and the Texas Workforce Commission, Commissioners Mary Scott Nabers, James J. Kaster, Chairman Bill Hammond, Commissioner Ron Lehman, Chairman Tom Pauken, and Commissioner Hope Andrade, from 1987 through 1998, and 2004 through June, 2015. From 1984 until early 1987, Mr. Simmons served on the legal staff of the Office of Commission Appeals in TEC. Simmons received both a Bachelor of Arts degree in History and German and a Master of Arts degree in German from Texas Tech University, a Bachelor of Business Administration degree in International Business from the University of Texas at Austin, and a Doctor of Jurisprudence degree from the University of Texas School of Law in Austin. He is a member of the Texas Bar Association and has presented more than 2000 talks before employer groups on issues arising under state and federal labor and employment laws. He has authored over 200 employment law articles published in business, legal, and trade journals. In addition to authoring several of his own books on employment law (written as software-based e-books), Mr. Simmons also wrote the *Especially for Texas Employers* book of the Texas Workforce Commission and created the online edition of that book as well. He is the editor of the *Employment Law Handbook* of the Texas Association of Business. He created the *TBC Companion* app for employers to use on their mobile devices. The Texas Payroll Conference awarded Mr. Simmons its Spirit of TPC Award in 2004, and its Government Partner Award in 2008. In 2012, the Texas Association of Business presented Mr. Simmons with its Lifetime Friend of Employers award.



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Lockhart Taylor

North Carolina Department of Commerce

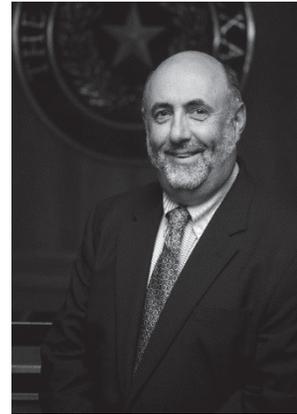
Lockhart Taylor serves as the Assistant Secretary for the Division of Employment Security and began his career with the Employment Security Commission in 1993 with the Current Employment Statistics unit in Labor Market Information. He also worked in Employment Services for two years before joining the executive staff in the implementation of North Carolina's welfare reform initiative in 1997. Since that time, Lockhart has served primarily in the role of legislative affairs but has also served as Chief Deputy of Programs and currently as Assistant Secretary.



Larry Temple

Texas Workforce Commission

Larry Temple is the Executive Director of the Texas Workforce Commission (TWC), a state agency with 5,000 personnel and an operating budget of \$1.5 billion in addition to the issuance of \$3 billion in Unemployment Insurance benefits annually. TWC has statewide oversight of employment, training, welfare reform, child care, unemployment insurance, adult basic education programs, employment/housing discrimination, vocational rehabilitation, services to the blind and visually impaired and the Blind Enterprises of Texas. The Commission delivers services to the state's 254 counties in partnership with a network of 28 local workforce development boards. Mr. Temple serves as a member of the State's P-16 Council, which coordinates educational policy between Pre-k and 12 public education and higher education. He is Past-President and a current Board Member of the National Association of State Workforce Agencies and currently serves as the Southwest regional representative to the American Public Human Services Association's Executive Policy Committee. Temple brings to the job more than 20 years of private-sector management experience in energy, retail and real estate development. He holds a Bachelor of Arts degree in History from St. Edward's University, where he serves as a member of the Advisory Council.

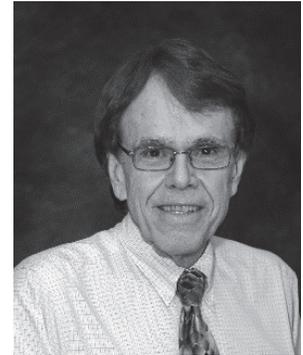


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Jim Van Erden, Ph.D.

National Association of State Workforce Agencies

Dr. Jim Van Erden is an economist and national expert on workforce and economic issues with a diverse background in both the public and private sector arenas. He has broad-based management and organizational leadership skills in the Government, NGO, association, and for profit consulting environment. He served for a number of years as the Chief Actuary for the Office of Unemployment Insurance at the U.S. Department of Labor and Administrator in the Office of Workbased Learning. Jim joined NASWA in 2011 as a Senior Policy Advisor. He provides policy and programmatic analysis and advice on the Unemployment Insurance program and on a variety of Workforce System issues. Today he spends most of his time working with, and helping guide, the activities of the UI Integrity Center. He also directs research and development projects on a wide range of other Unemployment Insurance and workforce programs.



Bradford Ward

Texas Workforce Commission

Brad is Director of the Texas Workforce Commission's (TWC) Office of Investigations, which includes the Benefit Payment Control Investigations, Labor Law Investigations, and Program Investigations departments. In June 2015, the National Foundation for Unemployment Compensation and Workers Compensation (UWC) presented Brad a 2015 UI Integrity Award. In 2017, the Texas Association of State Systems for Computing and Communications presented Brad the Inaugural TASSCC Trailblazer Award for Making a Difference Through Leadership for being a technology visionary and innovation champion who proposed and personally shepherded several ground-breaking technologies and new processes that have proven to have a very high return on investment. Brad also serves on the UI Integrity Center Steering Committee. Prior to joining TWC in December 2008, Brad served for 30 years in the U.S. Air Force, retiring as a colonel.



BE A UI STAR IN THE LONE STAR STATE

Jennifer Wells **Staffmark**

Jennifer Wells received an Associate of Applied Business in 1995 and a Bachelor of Science in 1996 from the University of Cincinnati in Cincinnati, Ohio. In March of 1999, she was hired as the Corporate Unemployment Specialist for CBS Personnel Services. Jennifer established an unemployment program, defining policies and cost-saving measures for aggressive Claims Management. In 2001, she was promoted to Unemployment Manager. In her current position she oversees the unemployment program for Staffmark/CBS Personnel Services and Employee Management Services (leasing). The Department handles over 30,000 claims a year in 30 states. Jennifer is an active member of the UWC (National Foundation for Unemployment Compensation and Workers' Compensation). In 2016, she earned a Certified Staffing Professional certification through the American Staffing Association.



Ron Wilus **U.S. Department of Labor**

After working at the Defense Intelligence Agency and Bureau of Economic Analysis for several years, Ron joined the Unemployment Insurance Service in 1977 where he has served in various capacities including: Benefit Financing Group Chief, Budget Officer, and Chief of Automated Data Processing. He currently serves as Chief of the Division of Fiscal and Actuarial Services with primary responsibility for budget, reporting, statistical modeling and projections for the UI Program. He graduated from the University of Connecticut with a BA in mathematics and from North Carolina State University with a Masters in Economics, and earned an MBA from Virginia Tech.



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CONFERENCE NOTES



VISIT Austin



Texas State Capitol Building

DOWNTOWN

WEST SIXTH STREET DISTRICT

WAREHOUSE DISTRICT

2nd STREET DISTRICT

SOUTH AUSTIN DISTRICT

TO SOUTH CONGRESS (SOCO) DISTRICT

CONGRESS CORRIDOR

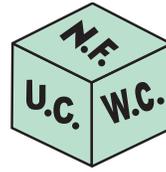
RED RIVER DISTRICT

6th STREET DISTRICT

EAST AUSTIN DISTRICT

RAINEY STREET DISTRICT





2019 National UI Issues Conference

June 26-28, 2019

Marriott Portland Downtown Waterfront Hotel Portland, OR

