

15th Annual

PENNSYLVANIA
**Legislative
& Legal**
CONFERENCE

Presented by The Pennsylvania State Council of SHRM

RECEPTION
Thursday, April 30, 2015

CONFERENCE
Friday, May 1, 2015

2015



HARRISBURG HILTON | 1 North Second Street | Harrisburg, PA

CONFERENCE AGENDA—APRIL 30

Thursday, April 30, 2015

6:00 PM – 8:00 PM

Join us for a **PRE-CONFERENCE RECEPTION** at the hotel.

CONFERENCE AGENDA—MAY 1

Friday, May 1, 2015

7:00 AM – 8:00 AM

PRE-CONFERENCE BONUS SESSION

Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute
Systemic Approach to Stamping Out Harassment

7:45 AM – 8:30 AM

REGISTRATION—BREAKFAST—VISIT EXHIBITORS

8:30 AM – 8:35 AM

WELCOME

Gail Benkovic SHRM-SCP and SPHR, Director, PA SHRM State Council

8:35 AM – 8:45 AM

Phyllis Shurn-Hannah, SHRM-SCP, SHRM Field Services Director

8:45 AM – 10:00 AM

Lynn C. Outwater, Esq., SPHR, Senior Shareholder in the Pittsburgh office of Jackson Lewis, LLP
Employment Law Update

10:00 AM – 10:15 AM

BREAK—VISIT EXHIBITORS

10:15 AM – 11:30 AM

Glenn Spencer, Vice-President Workforce Freedom Initiative, U.S. Chamber of Commerce
Labor Law Update

11:30 AM – 12:00 PM

RAFFLE AND SPONSOR RECOGNITION

12:00 PM – 1:00 PM

LUNCH WITH EXHIBITORS

1:00 PM – 1:45 PM

Michael P. Aitken, Director Government Relations, Society for Human Resources
Federal Legislative Update

1:45 PM – 3:00 PM

Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute
State Law Trends in General and Pending Legislation in Pennsylvania in Particular

3:00 PM – 3:15 PM

Michael P. Aitken, Director Government Relations, Society for Human Resources
Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute
Question and Answer Session

3:15 PM

CONFERENCE CLOSE

CREDITS

The following credits will be offered for this seminar:

SHRM Professional Development Credits (PDC)—5.75 Pending

HRCI—5.75 Pending

PA CLE—5.0 Pending



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



SESSIONS

Early Bird: Systemic Approach to Stamping Out Harassment—Jonathan A. Segal

The EEOC's strategic plan includes an emphasis on eradicating harassment. Looking at workplaces systematically, both the EEOC and private plaintiff's lawyers are bringing class actions claiming hostile work environments. The session will include a discussion of, and common traps with regard to no-harassment policies, complaint procedures, supervisory training, employee education, no-dating rules, social media, social inclusion, mentoring, retaliation and more. The session will address not only sexual but also racial, ethnic and other forms of unlawful harassment as well as specific danger zones for HR!

Employment Law Update—Lynn C. Outwater

What are the latest employment law developments in Pennsylvania? Lynn will help us understand the most current federal, state and regulatory developments of which Pennsylvania employers need to be aware to manage more effectively. Practical advice in applying the latest legal developments to the workplace will be discussed.

Labor Law Update—Glenn Spencer

During the first years of the Obama administration, the business community was able to hold off many policies hostile to employers. However, with a fully-confirmed NLRB and a new Secretary of Labor, the administration and its allies in organized labor are poised to launch their second offensive. From ambush elections, to concerted activity, to persuader regulations, regulatory changes are coming that should concern all employers. This presentation will help you understand the issues facing your company, and learn how the business community can respond.

Federal Legislative Update—Michael P. Aitken

Employment issues continue to dominate the legislative agenda. Laws to expand civil rights protections, increase "pay equity" and penalties for violations, enhance the power of unions and mandate paid leave will be discussed. This session will focus on the potential impact of proposed legislation at the national level on both employers and employees.

State Law Trends in General and Pending Legislation in Pennsylvania in Particular—Jonathan A. Segal

This presentation will provide an overview of state laws trends across the country in general, as well as employment bills in Pennsylvania in particular. It will include an interactive discussion of the pros and cons of each bill not only in terms of its immediate impact but also in terms of its potential precedent. The importance of grassroots advocacy is stressed, with recommendations to maximize effectiveness.

REGISTRATION

For additional information and to register for the conference, visit www.pashrm.org.

If registering by check, please submit form and check to:

Don Imler, Treasurer

The Pennsylvania State Council of SHRM

189 Glimcher Drive #139, Duncansville, PA 16635

Checks should be made payable to: Pennsylvania State Council of SHRM

If you have any questions about registration, please contact:

Vicki Krotzer, victoriak82@comcast.net, or John Breon, jbreon@penn-mar.org.

Name _____ Company _____

Mailing Address _____

E-mail _____

Phone _____ Fax _____

I am a national SHRM member.

Contact me about membership.

I am a member of _____

Chapter Name

Yes, I will attend the Networking Reception on April 30, 2015.

No, I will NOT attend the Networking Reception on April 30, 2015.

Early Bird Registration: \$150 (Prior to 3/30/15 & paid by 4/6/15)

Regular Registration: \$180 (after 3/30/15)

Full-time Students: \$50

Note: Please review our Refund Policy below.

LOCATION

Harrisburg Hilton | 1 North Second Street | Harrisburg, PA

To make room reservations for the conference, please [click here](#) or call 717-233-6000 or 1-800-HILTONS.

- Special room rates have been arranged for this event, starting at \$134 per night (single or double). Reservations must be made by March 28, 2015, for this rate.
- Mention the Annual Pennsylvania Legislative & Legal Conference and registration code "SOCHRM" to guarantee this rate.

*Overnight guests may valet in the hotel garage—rate is \$24.
For hotel guests who opt for self-parking—rate is \$10.*

*There is a city-owned garage directly across the street from the hotel, Market Square Garage, on the corner of Second & Chestnut Streets.
Parking rates max out at \$18.*

SPEAKERS



MICHAEL AITKEN is the director of governmental affairs for SHRM in its national office in Alexandria, VA. He is responsible for all association governmental affairs endeavors, including managing and developing the strategic focus of SHRM's governmental affairs. Mike currently serves as a member of the UWC Board of Director, the U.S. Chamber of Commerce Labor Relations Committee and the National Advisory Council to Corporate Voices for Working Families. He holds a Bachelor of Arts degree from the University of San Diego.



LYNN C. OUTWATER is the regional managing partner of the Pittsburgh, PA; Cincinnati, OH; and Cleveland, OH, offices of Jackson Lewis LLP. She received her undergraduate degree from Fordham University, earned a J.D. degree from Albany Law School and holds a Master of Laws (in Labor Law) from New York University School of Law. Lynn was designated as a "Super Lawyer" by *Law & Politics* in the Labor and Employment Law Practice Area in 2004, 2005, 2006, 2008 and 2009. Lynn currently serves on the SHRM Foundation Board of Directors. She was the elected director for SHRM's Pennsylvania State Council for 2004 and 2005. Lynn has received professional accreditation in the human resources field by achieving the SPHR designation.



JONATHAN A. SEGAL is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group and is the managing principal of the Duane Morris Institute, a provider of programs focused on issues faced by HR professionals, benefits administrators, in-house counsel and other senior managers. Jonathan has been listed in *Chambers USA: America's Leading Lawyers for Business* among the top-rated lawyers for labor and employment in Pennsylvania. Jonathan has published more than 100 articles for *HR Magazine* and is a frequent contributor to *Fortune/CNN* and *Businessweek*. Jonathan has provided training to federal and state judges on EEO issues and has provided training on behalf of the EEOC. Jonathan also has provided training on diversity to representatives of various intelligence agencies, including the CIA and the FBI. Jonathan received his B.A., *summa cum laude*, from the University of Pennsylvania and his J.D., *cum laude*, from the University of Pennsylvania School of Law.



GLENN SPENCER is the vice president of the Workforce Freedom Initiative, a multimillion-dollar campaign at the U.S. Chamber of Commerce to preserve workplace democracy, prevent adoption of organized labor's anti-business agenda and rein in abusive union pension fund activism. Before joining the Chamber in July 2007, Glenn spent nearly six years at the U.S. Department of Labor in the Office of the Secretary, serving as the deputy chief of staff and chief of staff to Secretary of Labor Elaine L. Chao. Earlier in his career, Glenn was engaged in issue advocacy and grassroots lobbying for Citizens for a Sound Economy in Washington, D.C., and also worked as a senior analyst in the research departments of the National Republican Senatorial Committee and the Republican National Committee. Glenn's articles have been published in numerous leading newspapers, and he appears on nationally syndicated radio and television news programs. Glenn holds an M.A. in international affairs from The George Washington University.

EXHIBITORS

In addition to the great educational sessions on the agenda, we will have businesses exhibiting their products and services. This is a terrific way to sample their wares all in one place and get new ideas for employee services and benefits that you can take back to work. These businesses partner with Pennsylvania State Council of SHRM to make our conference more beneficial to you.

Please visit them at the conference and support them throughout the year.

If you would like to be an exhibitor, please contact:

Carol Morgan, carol4hr@verizon.net, or Gayle Beacham, gibeacham@aol.com.

Check www.pashrm.org for conference updates.

If you have general questions about the conference, please contact:
Deborah Margulies at dlmargulies@duanemorris.com.

REFUNDS

PA SHRM L&L Conference Registration Payment and Refund Policy		
	Method of Payment	
Timing of Cancellation	If Paid by Electronic Means	If Paid by Check
Prior to 4/6/15	100% Refund	Less a \$25 Processing Fee
4/6/15 – 4/27/15	60% Refund	40% Refund
After 4/27/15	0% Refund	0% Refund
Early registrations not paid by 4/6/15 and regular registrations not paid by 4/27/15 will be <u>cancelled</u> . Such registrations will be reinstated at the regular registration rate if payment is received late and space is still available.		
No one will be admitted without a paid registration. Payment by credit card via PayPal will be available at the registration desk.		