16th Annual

PENNSYLVANIA Legislative & Legal CONFERENCE

Presented by The Pennsylvania State Council of SHRM

RECEPTION

Thursday, April 21, 2016

CONFERENCE

Friday, April 22, 2016

2016

PENNSYLVANIA SHRM STATE COUNCIL

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2016

PA CLE, SHRM PDC and HRCI Credits Available

BEST WESTERN PREMIER | The Central Hotel and Conference Center | 800 East Park Drive | Harrisburg, PA 17112

CONFERENCE AGENDA—APRIL 21

Thursday, April 21, 2016

6:00 PM – 8:00 PM	Join us for a PRE-CONFERENCE RECEPTION at the hotel.

CONFERENCE AGENDA—APRIL 22

Friday, April 22, 2016

7:00 AM – 8:00 AM	PRE-CONFERENCE BONUS SESSION Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute Codes of Conduct and Business Ethics
7:45 AM – 8:30 AM	REGISTRATION—BREAKFAST—VISIT EXHIBITORS
8:30 AM – 8:35 AM	WELCOME Faith Stipanovich, 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 – 9:45 AM	Lynn C. Outwater, Esq., SPHR, Senior Shareholder in the Pittsburgh office of Jackson Lewis P.C. Employment Law Update
9:45 AM – 10:00 AM	BREAK—VISIT EXHIBITORS
10:00 AM – 12:00 AM	Lisa K. Horn, SHRM Director, Congressional Affairs, Co-Director, Workplace Flexibility Initiative Nancy B. Hammer, Senior Government Affairs Policy Counsel, SHRM Management HR Public Policy Update: A View from Capitol Hill and the Federal Agencies
12:00 PM – 12:10 PM	RAFFLE AND SPONSOR RECOGNITION
12:10 PM – 1:10 PM	LUNCH WITH EXHIBITORS
1:10 PM – 2:10 PM	Glenn Spencer, Vice-President Workforce Freedom Initiative, U.S. Chamber of Commerce Labor Law Update
2:10 PM – 3:10 PM	Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute State Law Trends (Focus on Pennsylvania)
3:10 PM – 3:20 PM	SURPRISE SESSION
3:20 PM	CONFERENCE CLOSE

CREDITS

The following credits will be offered for this seminar:

SHRM Professional Development Credits (PDC)—6.0

HRCI—6.0

PA CLE—6.0

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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.

PHR-SPHR-GPHR Approved Provider HR Certification Institute

SESSIONS

Pre-Conference Bonus Session:
Codes of Conduct and Business Ethics—Jonathan A. Segal
An increasing number of employers are developing Codes of Business and Ethical Conduct ("Code" or "Codes"). They can be very helpful in establishing culture and as evidence of your good faith efforts toward legal compliance. But developing the Code can be deceptively complex. There are decision points on what belongs in the Code, how much detail to include, how to ensure consistency with other documents and agreements, whether and how to reference policies not in the Code, etc.
This session will talk about some (a) common elements in most Codes; (b) decision points for employers to consider; (c) areas outside of employment that should be addressed; and (d) the 10 most common mistakes that we have seen employers make in drafting their Codes. Finally, the program will touch upon how the Code may play out in government investigations in general and recent guidance from the DOJ on criminal investigations.

Employment Law Update—Lynn C. Outwater
What are the latest employment law developments affecting Pennsylvania Employers? Lynn will help us understand the most current federal, state and regulatory developments 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.

HR Public Policy Update: A View from Capitol Hill and the Federal Agencies—Lisa K. Horn and Nancy B. Hammer
HR issues continue to dominate the public policy agenda. Proposals to expand civil rights protections, increase "pay equity," alter the Affordable Health Care Act, and mandate paid leave are all in play on Capitol Hill, and the Administration continues to pursue its policy objectives through executive order and federal agency rulemaking. This interactive session will focus on the potential impact of proposed legislation and regulations at the national level on both employers and employees. Areas of enhanced focus include wage and hour issues, federal contractor rules, equal employment laws, and labor organizing rules. Learn about these issues, their impact on HR professionals, and how you can influence HR public policy through involvement with SHRM's A-Team.

Labor Law Update—Glenn Spencer
The final year of the Obama administration will bring another batch of labor regulations and NLRB decisions, all of which will impact the way companies do business. With the nation in the midst of a presidential election, it's also time to start thinking about what new leadership in Washington might mean for employers. This presentation will help you understand the issues facing your company this year, and how to plan for regime change.

State Law Trends (Focus on Pennsylvania)—Jonathan A. Segal
This presentation will provide an overview of state law 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.

All registrations will be accepted online, no matter the payment type.

Receive Early Discounted registration rate of $150 if you register prior to 3/22/16 and pay by 3/31/16.

If you wish to pay by check, please choose "Pay by Check" on the online registration page and send payment to:

Don Imler, Treasurer
The Pennsylvania State Council of SHRM
301 Union Avenue #348
Altoona, PA 16602

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

If you have any questions about registration, please contact:
Vicki Krotzer at victoria82@comcast.net

LOCATION

Best Western Premier | The Central Hotel and Conference Center | 800 East Park Drive | Harrisburg, PA 17112

To make room reservations for the conference, please click here or call 717-561-2800

- ☐ Special room rates have been arranged for this event, starting at $119.95 per night (single or double)
  Reservations must be made by March 22, 2016, for this rate.
- ☐ For special rate, use Pennsylvania Society of Human Resource Management when booking.

SPEAKERS

LYNN C. OUTWATER is a Senior Shareholder of Jackson Lewis P.C. and is resident in the Pittsburgh, PA office. Ms. Outwater founded the Pittsburgh office of the firm, as well as the Cincinnati, OH; and Cleveland, OH, offices. 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" in the Labor and Employment Law Practice Area from 2004 to the present. Lynn served on the SHRM Foundation Board of Directors and the HRCI 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.

GLENN SPENCER is the vice president of the Workforce Freedom Initiative, a national 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 then as 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.

LISA K. HORN as Director of Congressional Affairs, oversees and directs SHRM's public policy activities on Capitol Hill on issues important to the HR profession. Lisa also co-directs SHRM's Workplace Flexibility Initiative and partnership with the Families and Work Institute (FWI). She is responsible for the overall execution of the Society's partnership with FWI, including outreach efforts to SHRM affiliates, development of products and services for the membership, and coordination with SHRM's public relations campaign. As a respected source for research and trend data on flexible work environments, Lisa is one of the SHRM's primary spokespeople on workplace flexibility, regularly interviewed by the media and sought out as a speaker for human resource and business audiences. Since joining SHRM in 2004, Lisa has served as the organization's chief lobbyist on health care and workplace flexibility public policy issues on Capitol Hill that impact the human resource profession. Prior to joining SHRM, Lisa worked for the U.S. House of Representatives under former Representatives Bill Barrett (R-NE) and Tom Osborne (R-NE). A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Legislature, while completing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln.

Nancy B. Hammer as Senior Government Affairs Policy Counsel, focuses on Regulatory and Judicial Affairs in SHRM's Government Affairs department. Nancy joined SHRM in January 2006 and is responsible for tracking agency rulemaking and advocating SHRM membership views on regulatory proposals affecting the HR profession. In addition, Nancy tracks court cases that raise critical issues for the HR profession and evaluates whether SHRM should intervene as amicus to ensure the HR viewpoint is considered by the court. Prior to joining SHRM, Nancy served as Director of the International Division and Policy Counsel for the National Center for Missing & Exploited Children and as Legislative Counsel for a U.S. Senator. Nancy received her law degree from Washington University School of Law and her Bachelor of Science degree in Political Science from Nebraska Wesleyan University.

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.

EXHIBITORS

In addition to the great educational sessions on the agenda, we will also 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 at carol4hr@verizon.net, or Gale Beacham at gjbeacham@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 3/27/16	100% Refund	Less a $25 Processing Fee
3/27/16 – 4/19/16	60% Refund	40% Refund
After 4/19/16	0% Refund	0% Refund
Early Discounted registrations not paid by 3/31/16 and Regular registrations not paid by 4/15/16 will be cancelled. 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.		