

17th Annual

PENNSYLVANIA

# Legislative & Legal CONFERENCE

## Impact of 2016 Election

Presented by The Pennsylvania State Council of SHRM

RECEPTION

Thursday, May 4, 2017

CONFERENCE

Friday, May 5, 2017

# 2017



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

## CONFERENCE AGENDA—MAY 4

Thursday, May 4, 2017

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

## CONFERENCE AGENDA—MAY 5

Friday, May 5, 2017

- 7:00 AM – 8:00 AM **PRE-CONFERENCE BONUS SESSION**  
Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute  
10 Ways to Bridge the Gender Gap
- 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 – 10:05 AM Lisa K. Horn, SHRM Director, Congressional Affairs, 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
- 10:05 AM – 10:20 AM **BREAK—VISIT EXHIBITORS**
- 10:20 AM – 11:45 AM Lynn C. Outwater, Esq., SPHR, Senior Shareholder in the Pittsburgh office of Jackson Lewis P.C.  
Employment Law Update
- 11:45 AM – 11:55 AM Phyllis Shurn-Hannah, SHRM-SCP, SHRM Field Services Director
- 11:55 AM – 1:05 PM **LUNCH WITH EXHIBITORS**
- 1:05 PM – 1:25 PM **RAFFLE AND SPONSOR RECOGNITION**
- 1:25 PM – 2:25 PM Glenn Spencer, Vice-President Workforce Freedom Initiative, U.S. Chamber of Commerce  
Labor Law Update
- 2:25 PM – 3:40 PM Jonathan A. Segal, Esq., Duane Morris Partner, Managing Principal of Duane Morris Institute  
State Law Trends (Focus on Pennsylvania)
- 3:40 PM **CONFERENCE CLOSE**

## CREDITS

The following credits will be offered for this conference:

**SHRM Professional Development Credits (PDC)—6.0 Pending**

**HRCI—6.0 Pending**

**PA CLE—6.0 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

### Pre-Conference Bonus Session:

#### **10 Ways to Bridge the Gender Gap—Jonathan A. Segal**

It is beyond debate that organizations perform better financially and are healthier culturally when there is gender diversity, particularly at the top. It is also beyond debate that, while we have made significant progress, women are still materially under-represented in board and leadership positions. Employers must tackle this problem if they want to thrive. Indeed, the business imperative to attack the issue head-on is at least as great as the legal risk of ignoring it. This program will provide focus on 10 promising practices to bridge the gender gap. Particular attention will be paid to “access” issues that often affect compensation issues.

#### **HR Public Policy Update: A View from Capitol Hill and the Federal Agencies—Lisa K. Horn and Nancy B. Hammer**

The HR profession is often impacted by the public policy agenda in Washington DC. Under the Trump Administration and Republican majorities in both houses of Congress, many of the policy initiatives of the past eight years are under reconsideration. This interactive session will bring you up-to-date on the key issues that have dominated federal policy in recent years including the Affordable Care Act, paid leave, the tax treatment of benefits, compensation equity and labor-management relations. Learn about these issues, as well as new proposals on the horizon, and their impact on HR professionals, and how you can influence HR public policy through involvement with SHRM's A-Team.

#### **Employment Law Update—Lynn C. Outwater**

What are the latest employment law developments affecting Pennsylvania employers? This session will provide an overview of employment developments at the federal level, as well as in Pennsylvania and its municipalities. Practical advice in applying the latest legal developments to the workplace will be discussed.

#### **Labor Law Update—Glenn Spencer**

This session will provide an overview of current labor initiatives and likely changes to them under the new Trump Administration and Republican-controlled Congress. Particular focus will be paid to NLRB decisions, rulings and practices. This presentation will help you understand the issues facing your company this year, and how to plan for 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 focus on state and local trends, where a lot of the employment action is likely to take place based on the results of the 2016 election, with a particular emphasis on Pennsylvania and its municipalities. The importance of grassroots advocacy is stressed, with recommendations to maximize effectiveness.

## REGISTRATION

For additional information and to register for the conference, please visit [www.pashrm.org](http://www.pashrm.org).

Regular registration rate is **\$190.00**.

If you register **prior to 4/2/17** and **pay by 4/10/17**, receive early discounted registration rate of **\$150.00**.

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

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

Registrations not paid by **5/1/17** will be canceled.

If you have any questions about registration, please contact: **Vicki Krotzer** at [victoriak82@comcast.net](mailto:victoriak82@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 **\$125.95** per night (single or double) Reservations must be made by **April 4, 2017** for this rate.
- For special rate, use **Pennsylvania Society of Human Resource Management** when booking.

## SPEAKERS



**LISA K. HORN** as Director of Congressional Affairs, oversees SHRM's public policy activities on Capitol Hill on issues important to the HR profession. She is responsible for implementing direct lobbying and member advocacy campaigns to influence HR public policy. Lisa also directs SHRM's Workplace Flexibility Initiative, to provide HR professionals with research and resources on effective and flexible workplace practices. As a respected Washington Insider, Lisa has led several employer coalition efforts on key workplace issues. She serves as one of SHRM's primary spokespeople on workplace public policy issues, 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 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 as a staff member to two different Members of Congress. 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 building relationships with federal agency leadership and expressing SHRM membership views on regulatory proposals affecting the HR profession. In addition, Nancy identifies 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 J. Robert Kerrey (D-NE). Nancy received her law degree from Washington University School of Law and her Bachelor of Science degree in Political Science from Nebraska Wesleyan University.



**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.



**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 Entrepreneur and SHRM Blog. 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](mailto:carol4hr@verizon.net), Gale Beacham at [gjbeacham@ptd.net](mailto:gjbeacham@ptd.net), or Justin Leader at [jl@bdsadmin.com](mailto:jl@bdsadmin.com)

Check [www.pashrm.org](http://www.pashrm.org) for conference updates.

If you have general questions about the conference, please contact:

Deborah Margulies at [dlmargulies@duanemorris.com](mailto:dlmargulies@duanemorris.com)

## REFUNDS

<b>PA SHRM L&amp;L Conference Registration Payment and Refund Policy</b>		
	<b>Method of Payment</b>	
<b>Timing of Cancellation</b>	<b>If Paid by Electronic Means</b>	<b>If Paid by Check</b>
Prior to 4/2/17	100% Refund	Less a \$25 Processing Fee
4/2/17 – 4/30/17	60% Refund	40% Refund
After 4/30/17	0% Refund	0% Refund
Early discounted registrations not paid by <b>4/10/17</b> and regular registrations not paid by <b>4/30/17</b> will be <b> canceled</b> . 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.		