

18th Annual

PENNSYLVANIA

# Legislative & Legal CONFERENCE

Presented by The Pennsylvania State Council of SHRM

RECEPTION

Thursday, **May 3, 2018**

CONFERENCE

Friday, **May 4, 2018**

# 2018



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

## CONFERENCE AGENDA—MAY 3

### Thursday, May 3, 2018

6:00 PM – 8:00 PM Join us for a [PRE-CONFERENCE RECEPTION](#) at the hotel.

## CONFERENCE AGENDA—MAY 4

### Friday, May 4, 2018

7:00 AM – 8:00 AM	<b>PRE-CONFERENCE BONUS SESSION</b> <b>Jonathan A. Segal, Esq.</b> , Duane Morris Partner, Managing Principal of Duane Morris Institute <b>20 Tips for Difficult Performance Management Conversations</b>
7:45 AM – 8:30 AM	<b>REGISTRATION—BREAKFAST—VISIT EXHIBITORS</b>
8:30 AM – 8:35 AM	<b>WELCOME</b> <b>Judy Rang</b> , Director, PA SHRM State Council
8:35 AM – 8:45 AM	<b>Phyllis Shurn-Hannah, SHRM-SCP</b> , SHRM Field Services Director
8:45 AM – 10:00 AM	<b>Jenny R. Yang</b> , Leadership in Government Fellow, Open Society Foundations <b>Sexual Harassment: Promising Practices to Prevent and Remedy</b>
10:00 AM – 10:15 AM	<b>BREAK</b>
10:15 AM – 11:15 AM	<b>Lynn C. Outwater, Esq., SPHR</b> , Senior Shareholder in the Pittsburgh office of Jackson Lewis P.C. <b>Employment Law Update</b>
11:15 AM – 12:30 PM	<b>Michael Aitken</b> , Vice President of Government Affairs, SHRM <b>Federal Law (Statutory and Regulatory) Update</b>
12:30 PM – 1:40 PM	<b>LUNCH, RAFFLE, SPONSOR RECOGNITION</b>
1:40 PM – 2:40 PM	<b>Christopher D. Durham, Esq.</b> , Duane Morris Partner <b>Critical Analysis of Bills</b>
2:40 PM – 3:40 PM	<b>Jonathan A. Segal, Esq.</b> , Duane Morris Partner, Managing Principal of Duane Morris Institute <b>State Law Trends</b>
3:40 PM	<b>CONFERENCE CLOSE</b>

## CREDITS

Including the bonus session, the following credits will be offered for this conference:

**SHRM Professional Development Credits (PDC)—6.5**

**HRCI—6.5**

**PA CLE—6.0**

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



## 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 visit [www.bestwestern.com](http://www.bestwestern.com) or call **717-561-2800**

- Special room rates have been arranged for this event, starting at **\$115.95** per night (single or double)  
Reservations must be made by **April 4, 2018** for this rate
- For special rate, use **Pennsylvania Society of Human Resource Management** when booking

## 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 4/2/18** and **pay by 4/10/18**, 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 **5/1/18** will be canceled

If you have any questions about registration, please contact: **Vicki Krotzer** at [VictoriaK82@comcast.net](mailto:VictoriaK82@comcast.net)

## 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 4/2/18	100% Refund	Less a \$25 Processing Fee
4/2/18 – 4/30/18	60% Refund	40% Refund
After 4/30/18	0% Refund	0% Refund

Early discounted registrations not paid by **4/10/18** and regular registrations not paid by **4/30/18** will be **canceled**

Registrations will be reinstated at 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

## 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: **Justin Leader** at [jl@bdsadmin.com](mailto:jl@bdsadmin.com)

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

If you have general questions about the conference, please email [pashrm@gmail.com](mailto:pashrm@gmail.com)

# Pennsylvania Legislative and Legal Conference 2018

## Speaker Biographies



**Jenny R. Yang** served as Chair of the U.S. Equal Employment Opportunity Commission from September 2014 to January 2017. In this role she led the independent federal agency charged with enforcing our nation's equal employment opportunity laws with over 2,000 employees in 53 offices. On May 13, 2013, she began her term as a Commissioner, serving as Vice Chair from April to August 2014, and concluding her service on January 3, 2018. Under her leadership, the Commission redoubled its efforts to tackle systemic barriers to opportunity, including launching a Select Task Force on the Study of Harassment in the Workplace, advancing equal pay, and issuing updated guidance on retaliation, the most frequent workplace complaint. As Chair, she created new procedures for public input on guidance documents to promote transparency and led comprehensive investments in agency-wide technology upgrades, including new digital systems to facilitate the online exchange of charge information.

Ms. Yang has launched a consulting practice to assist employers in the design and implementation of employment practices to promote inclusion and equality of opportunity. In addition, through a Leadership in Government Fellowship with the Open Society Foundations, Ms. Yang is working to strengthen workplace protections – including anti-harassment protections at the state and local level – for the growing number of Americans in contingent work arrangements as structural changes in the workplace transform the future of work. A graduate of Cornell University, Ms. Yang earned a B.A., with distinction, in Government. She received her J.D., cum laude, from New York University School of Law, where she served as an editor of the Law Review and a Root-Tilden Public Interest Scholar.



**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.



**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.



**Christopher D. Durham** is a partner at Duane Morris LLP and practices in the area of employment law, counseling and representing clients on a variety of employment issues and matters. Mr. Durham provides strategic employment advice and counseling on matters such as the preparation of human resources policies, wage and hour compliance, employee performance management and terminations, medical accommodation, FMLA compliance, labor-management relations and NLRA compliance, harassment and discrimination prevention, employee investigations, background checks and drug testing. Mr. Durham represents businesses before federal and state courts and administrative agencies in various types of employment litigation, including the defense of employment discrimination and retaliation claims, wrongful discharge cases, wage and hour litigation and employment contract matters. In addition, he counsels businesses on affirmative action compliance and the development and implementation of affirmative action programs, and defends businesses in Department of Labor affirmative action audits. Mr. Durham also advises businesses and individuals in the drafting and negotiation of non-compete agreements and other restrictive covenants, employment agreements and severance agreements. Admitted to practice in Pennsylvania and New Jersey, Mr. Durham is a 2005 graduate of the University of Pennsylvania Law School, where he was Articles Editor of the Journal of Labor and Employment Law, and a magna cum laude graduate of Miami University, where he was elected to Phi Beta Kappa.



**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.