

# 19th Annual

# Legislative & Legal CONFERENCE

Presented by The Pennsylvania State Council of SHRM

RECEPTION

Thursday, **May 2, 2019**

CONFERENCE

Friday, **May 3, 2019**



## CONFERENCE SCHEDULE—THURSDAY, MAY 2, 2019

6:00 PM – 8:00 PM

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

## CONFERENCE SCHEDULE—FRIDAY, MAY 3, 2019

7:00 AM – 8:00 AM

### PRE-CONFERENCE BONUS SESSION

**#MeToo: 20 Lessons Learned in 2018 and Mistakes to Avoid in 2019** *presented by Jonathan A. Segal*

This program will address 20 lessons learned since the start of the #MeToo movement and will focus on common mistakes to avoid when dealing with sexual harassment/#MeToo policies, procedures and trainings.

7:45 AM – 8:30 AM

### REGISTRATION—BREAKFAST—VISIT EXHIBITORS

8:30 AM – 8:50 AM

### WELCOME

*Presented by Judy Rang*, SHRM-CP, PHR, Director, PA SHRM State Council

*Gloria Sinclair Miller*, SHRM-SCP, SHRM Field Services Director

8:50 AM – 9:50 AM

### SESSION 1

**Better Workplaces, Better World: SHRM 2019 Priorities** *presented by Emily M. Dickens*

In 2019, SHRM is prepared to address HR public policy issues that impact work, the worker and the workplace. We will focus on workforce development, workplace equity, workplace immigration, workplace flexibility and leave. Our legislative efforts will strategically elevate the HR profession, the HR professional and HR as a social force. Hear how you can best engage with SHRM and policy makers on these important issues.

9:50 AM – 10:00 AM

### BREAK

10:00 AM – 11:00 AM

### SESSION 2

**What Would You Do? Active Shooter Training Simulation** *presented by Bob “Bubba” Fatula*

Join your fellow attendees in a live, interactive active shooter simulation that will help you prepare yourself and your employees in the following ways:

1. Empower you to survive a crisis situation
2. Train your brain for survival
3. Participate in an interactive simulation which will discuss who an active shooter is, see how untrained react to an active shooter scenario and how a trained individual reacts for better survival
4. Learn how and when to RUN-HIDE-FIGHT

11:00 AM – 11:15 AM

### BREAK

11:15 AM – 12:15 PM

### SESSION 3

**Labor Law Update** *presented by Glenn Spencer*

This session will provide an overview of current labor initiatives and likely changes to them. 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 future changes.

12:15 PM – 1:30 PM

### LUNCH, RAFFLE, SPONSOR RECOGNITION

1:30 PM – 2:30 PM

### SESSION 4

**Employment Law Update** *presented by Anne E. Zerbe and Douglas G. Smith*

Employment lawyers Anne Zerbe and Doug Smith will lead an interactive discussion on the latest case developments in federal and state employment law. The session will include factual scenarios for discussion, and practical principles for applying the legal concepts in your workplace. Come prepared with your questions as we help attendees navigate the ever changing and ever challenging employment law environment.

2:30 PM – 3:30 PM

### SESSION 5

**Pennsylvania/States Update** *presented by Jonathan A. Segal and Christopher D. Durham*

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, with a particular emphasis on Pennsylvania and its municipalities.

3:30 PM

### CONFERENCE CLOSE



**Emily M. Dickens**, J.D., serves as SHRM's Corporate Secretary and Chief of Staff. She is the executive responsible for coordinating staff to implement the CEO's vision, serving as corporate secretary for the SHRM Board and subsidiary boards, as well as managing external partnerships and providing oversight for the Government Affairs division.

Dickens is an attorney with significant and progressive experience in government, higher education and the non-profit sector. She has served as a member of the leadership team at the University of North Carolina system, the Association of Governing Boards of Colleges and Universities and the Thurgood Marshall College Fund. Her prior roles include general counsel, chief relationship officer, senior vice president, vice president for public policy and assistant vice president for federal relations. Dickens has also worked at Duke University and Fayetteville State University in administrative and external affairs roles.

Emily is actively engaged in board service. She formerly served on the Fayetteville/Cumberland (NC) Chamber of Commerce (Secretary of the Board), the Cumberland County Workforce Development Board, the North Carolina Partnership for Defense Innovation Board, and the Educational Advancement Foundation. She is currently a member of the Advisory Council of the Congressional Hispanic Caucus Institute (CHCI), the Advisory Board of the College of Arts and Sciences at North Carolina Central University, and chairs the International HBCU Task Force for Alpha Kappa Alpha Sorority, Incorporated.

She is a graduate of North Carolina Central University and North Carolina Central University School of Law.



**Bob "Bubba" Fatula** is a retired Law Enforcement Officer. In 1991, he served aboard the USS Guam in the 1st Gulf War. In 1993, he attended Indiana University of PA Police Academy where he obtained an Act 120 Certification. In 1993, he started his law enforcement career which included membership on a Drug Task Force, Detective and Negotiator for a Special Emergency Response Team (SERT.) For the next 10 years, Det. Fatula investigated numerous high-profile cases in Somerset County. Bob teaches criminal justice at York Technical Institute and in 2017 opened an Active Shooter Preparedness business to prepare individuals for emergency active shooter situations. He is an ALICE certified Instructor.



**Glenn Spencer** is senior vice president of the Employment Policy division at the U.S. Chamber of Commerce, which represents the business community across a wide range of subjects, including wage and hour issues, OSHA, the EEOC, immigration, retirement issues and traditional labor and employment matters.

Before joining the Chamber in July 2007, Spencer 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 chief of staff to Secretary of Labor Elaine L. Chao.

Earlier in his career, Spencer 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.

Spencer's articles have been published in numerous leading newspapers, and he appears on nationally syndicated radio and television news programs.

Spencer holds an M.A. in international affairs from The George Washington University.



**Anne E. Zerbe** is a Member of the McNees Labor & Employment Practice Group. Anne, who has successfully defended business clients in county, state and federal courts for more than 20 years, focuses her practice on prevention of employment liability, defending against employment claims and assisting clients with compliance issues concerning the multitude of employment laws and regulations governing employers. She also counsels employers, practice groups and health care providers on employment law compliance, risk management and HIPAA compliance. Additionally, she serves as special counsel for investigations and is a trusted resource to handle executive terminations.

Anne is a certified Senior Professional in Human Resources (SPHR) and has been a featured speaker regarding various employment law topics for the Pennsylvania Chamber of Business and Industry, the Pennsylvania State Counsel of SHRM, the Pennsylvania Bar Institute, the Employee Relations Council, the York Society of Human Resources Managers, the Physicians' Office Management Association of York, the York Society of Human Resources and Quest Behavioral Health EAP.

Anne serves on the Board of Directors for Ronald McDonald House Charities® of Central Pennsylvania, the Children's Home of York and the York County Bar Association. She also volunteers as a member of the Endowment Committee for Advent Lutheran Church.



**Douglas G. Smith** is the Office Managing Principal of the Pittsburgh, Pennsylvania, office of Jackson Lewis P.C. He is also the national Pro Bono Coordinator and, for the last two years, has served as national chair of the firm's Partnership Admission Committee.

In addition to counseling employers in matters such as union organizational campaigns, Mr. Smith also regularly represents employers in collective bargaining in all industries with an emphasis assisting acute care and long term health care employers. Mr. Smith also focuses his practice in the area of employment law litigation before agencies and courts on the state and federal level. Mr. Smith has successfully litigated matters in state and federal court under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and various state tort theories. He has additionally successfully handled and tried matters before FINRA and AAA.

Prior to commencing the practice of law, Mr. Smith was employed in a management human resources position for a major Pittsburgh health system where he was responsible for handling discrimination charges, unemployment compensation matters, day-to-day administration of personnel policies and grievance processing. Prior to that, Mr. Smith was employed as a labor organizer for a state-wide healthcare union.

Mr. Smith is a sought after speaker on a wide variety of employment related topics and has been an adjunct faculty member in the industrial relations masters degree program of a Pittsburgh college. He has been quoted in the *Wall Street Journal*, *The New York Times* and *The Washington Post*, among other publications.

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**Christopher D. Durham** 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.

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**Jonathan A. Segal** is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the Duane Morris Institute. The Duane Morris Institute provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Jonathan has provided training to federal judges on harassment and other forms of bias. Jonathan also was appointed by the EEOC to its Select Task Force on Harassment.

Jonathan is an active member of the Society for Human Resource Management and writes and speaks extensively for HR and business groups.

Jonathan's practice focuses on maximizing compliance and minimizing legal risk with an eye on culture. Substantive areas include: talent acquisition; harassment and civility; wage and hour; business protection agreements; performance management; pay equity; diversity and inclusion; background checks; investigations; reductions in force; and union matters.

Jonathan has published more than 300 articles on various external platforms such as SHRM, *Bloomberg* and *Entrepreneur*. Jonathan's insights have been cited by national media outlets such as *The Washington Post*, *The Wall Street Journal* and *The New York Times*.

## 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.
- Reservations must be made by **April 3, 2019** for this rate.

For special rate, use **Pennsylvania Society of Human Resource Management** when booking.

## REGISTRATION

Please visit [www.pashrm.org](http://www.pashrm.org) for registration and details.

**Early Registration Rate (through 4/3/19) - \$160**

**Regular Registration Rate (beginning 4/4/19) - \$199**

**Student Registration Rate - \$75**

**Registrations ends on 5/2/2019**

*Please note that our preferred payment option is with credit card using PayPal. Checks can be accepted if your company requires invoicing and delayed payment. Invoices will be generated when registering. Registrations not paid within 30 days and prior to the conference date will be cancelled.*

## 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 our exhibitors and sponsors at the conference and support them throughout the year.

If you would like to be an exhibitor, please visit [www.pashrm.org](http://www.pashrm.org) or contact **Justin Leader** at [jl@bdsadmin.com](mailto:jl@bdsadmin.com)

## CREDITS

**Including the bonus session:**

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

**HRCI (pending)—6.0**

**PA CLE (pending)—6.0**



## 2019 Legislative and Legal Committee Contact Information

Committee	Chair(s)	Contact Information
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