

12th Annual

PENNSYLVANIA  
**Legislative  
& Legal**  
CONFERENCE

Presented by The Pennsylvania State Council of SHRM, Inc.

CELEBRATING ITS 25TH ANNIVERSARY

RECEPTION  
Monday, April 16, 2012

CONFERENCE  
Tuesday, April 17, 2012

2012



HARRISBURG HILTON | 1 North Second Street | Harrisburg, PA

## PRE-CONFERENCE AGENDA—APRIL 16

Monday, April 16, 2012

6:00 PM – 8:00 PM

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

**EXPECT THE UNEXPECTED...A LITTLE SURPRISE.**

## CONFERENCE AGENDA—APRIL 17

Tuesday, April 17, 2012

7:30 AM – 8:00 AM

### PRE-CONFERENCE BONUS SESSION

**Jonathan A. Segal, Esq.**, Duane Morris Partner, Managing Principal of Duane Morris Institute; PA State Council of SHRM, Legislative Affairs Director  
[NLRB Gone Wild](#)

8:00 AM – 8:30 AM

### BREAKFAST—VISIT EXHIBITORS

8:30 AM – 8:45 AM

### WELCOME

**Ellen Johnston**, PA State Council of SHRM, Director

**Jonathan A. Segal, Esq.**, Duane Morris Partner, Managing Principal of Duane Morris Institute; PA State Council of SHRM, Legislative Affairs Director

8:45 AM – 9:55 AM

**Lynn C. Outwater, J.D.**, Jackson Lewis, LLP, Pittsburgh and Cleveland Offices; SPHR, Regional Managing Partner  
[Employment Law Update](#)

9:55 AM – 11:05 AM

**Michael Aitken**, SHRM, Director of Governmental Affairs  
[National Legislative Proposals](#)

11:05 AM – 11:20 AM

### BREAK—VISIT EXHIBITORS

11:20 AM – 12:30 PM

**Jonathan A. Segal, Esq.**  
[State Legislative Proposals](#)

12:30 PM – 1:30 PM

**LUNCH** This is your opportunity to network and visit with exhibitors.

1:30 PM – 1:45 PM

### LUNCHEON RAFFLES AND EXHIBITOR RECOGNITION

1:45 PM – 3:15 PM

**Michael Aitken, David Lusk and Jonathan A. Segal, Esq.**  
[Mock Legislative Debate and Vote](#)

3:15 PM

### HILL VISITS/TOUR OF CAPITOL HILL/OBSERVE LEGISLATIVE SESSION

This is your opportunity to meet with your state legislators and make a tangible and strategic contribution toward furthering the interest of your organization.

## CREDITS

The following credits will be offered for this seminar:

**HRCI**—This program has been approved for 5.25 Strategic Business recertification credit hours.

**CLE**—3.0 substantive credits.

The general sessions have been pre-approved for Pennsylvania CLE.



*This program has been approved for 5.25 Strategic Business recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).*

## SESSIONS

### 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. This session will focus on the rights of both employers and employees under the rapidly-evolving case law.

### National Legislative Proposals—Michael 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.

### Pennsylvania Legislative Proposals and Effective Grassroots Advocacy—Jonathan A. Segal

This presentation will provide an overview of the more-salient employment bills pending in Pennsylvania. 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. This session will focus on the potential impact on proposed legislation at the state level on both employers and employees.

### Mock Legislative Debate and Vote—

Michael Aitken, David Lusk and Jonathan A. Segal

This session will be a simulated debate on a hypothetical “employee rights” bill. Two attendees will “play rep” and either introduce or oppose the bill. Other attendees will have opportunity to speak in favor of or against the bill. After a careful and nuanced analysis of the proposed bill, attendees will vote. . .in privacy.

### Hill Visits/Tour of Capitol Hill/Observe Legislative Session

HR professionals are strongly encouraged to track the progress of bills as they go through committee and potentially become legislation—especially those matters that affect employers and the workplace. Take advantage of this rare opportunity to visit the Harrisburg office of your state senator and/or representative. Our Hill Visit Committee will book an appointment for you if you indicate that you would like to visit.

We are also pleased to announce that our group will be given a special, private tour of the Capitol and a chance to see the Legislative Floor, if the Assembly is in session.

## REGISTRATION

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

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

David L. Koch, SPHR, Treasurer, The Pennsylvania State Council of SHRM, Inc.,  
532 Westfield Drive, Exton, PA 19341-1729

### If you have any questions about registration, please contact:

Lisa Fugelo at [lisaf@OrbitFR.com](mailto:lisaf@OrbitFR.com), Kathy Piunti at [kpiunti@aol.com](mailto:kpiunti@aol.com) or Roslyn Schaffer at [rschaffer@barnesfoundation.org](mailto:rschaffer@barnesfoundation.org).

Name	Company
Mailing Address	
E-mail	
Phone	Fax
<input type="checkbox"/> I am a national SHRM member.	<input type="checkbox"/> Contact me about membership.
<input type="checkbox"/> I am a member of	

\_\_\_\_\_  
*Chapter Name*

Yes, I will attend the Networking Reception on April 16, 2012.     No, I will NOT attend the Networking Reception on April 16, 2012.

Would you like us to make an appointment for you with your representative?

(Registration for legislator appointments must be received no later than 4/1/12.)

Yes     No

or

-

\_\_\_\_\_  
*Attendee's Representative's Name*

\_\_\_\_\_  
*Attendee's Home ZIP Code\*    Plus 4 Code*

\*Remember to specify your **home** ZIP code, not your work ZIP code.

Early Bird Registration paid by 3/30/12: \$135     Regular Registration: \$160

Full-time students and unemployed HR professionals: \$60

*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 \$129.00 per night. Reservations must be made by March 17th for rate.
- Mention the Annual Pennsylvania Legislative & Legal Conference and registration code "SHRM" to guarantee rate.

*Overnight guests may valet in the hotel garage and have the charge posted to their room—rate is \$22.00.  
For hotel guests who opt for self-parking—rate is \$10.00.*

*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 Directors, 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.



**David M. Lusk** recently joined the Society for Human Resource Management's (SHRM) Government Affairs Team as the senior associate for member advocacy. In this role, David will oversee SHRM's traditional member advocacy efforts. He is also responsible for the development of the Advocacy Team, a new SHRM initiative that will elevate the visibility of the HR profession by establishing a strong member presence in each of the 435 congressional districts. David graduated from Brown University with Bachelor of Arts degrees in both Business Economics and Public Policy.



**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 *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 have businesses exhibiting their products and services to you. 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, Inc. 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](mailto:carol4hr@verizon.net), or Gayle Beacham, [gbeacham@beth.k12.pa.us](mailto:gbeacham@beth.k12.pa.us).

**General Questions about the conference, please contact:**

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

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

## 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 4/8/12	100% Refund	Less a \$25 Processing Fee
4/8/12 – 4/15/12	60% Refund	40% Refund
After 4/15/12	0% Refund	0% Refund
Early registrations not paid by 3/30/12 and regular registrations not paid by 4/8/12 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.		