

## 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.



**Michael W. King** is the managing partner for Stock and Leader, LLP, located in York, PA. His practice is focused on all aspects of labor and employment law, including employment discrimination, labor law compliance, employment contracts, labor negotiations, grievance arbitration and employment litigation. He has represented both public and private employers before the EEOC, PHRC, NLRB, and PLRB, as well as in state and federal courts. Mr. King is a frequent speaker on the handling of day-to-day personnel issues and reducing the risk of legal action against employers.



**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 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. He has been listed as a "Pennsylvania Super Lawyer" by *Law & Politics* for the past five years. Jonathan has published more than 100 articles for *HR Magazine* and has provided training to federal and state judges on EEO issues. 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.



**Anne E. Zerbe** successfully litigated the *WellSpan v. Bayliss* matter, a case of first impression in Pennsylvania regarding restrictive covenants and their application to physicians. Anne was also designated by the Governor Rendell as one of Pennsylvania's 50 Best Women in Business in 2008. In 2009, Anne was named as one of Central Pennsylvania's Forty Under 40. Anne earned her SPHR certification in 2008.

## CREDITS

The following credits may be offered for this seminar:

**HRCI**—4.5 credits total, 2.0 general and 2.5 strategic

This program is pending approval for general credits toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

**CLE**—4.5 substantive credits

The general sessions are pending approval for Pennsylvania CLE.

## 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)

Check <http://pashrm.org> for conference updates.



THE  
**PENNSYLVANIA**  
STATE COUNCIL OF  
**SHRM, INC.**



PENNSYLVANIA  
**Legislative & Legal**  
CONFERENCE

Reception  
Sunday, April 11, 2010

Conference  
Monday, April 12, 2010

New Location  
Harrisburg Hilton  
1 North Second Street  
Harrisburg, PA

HRCI & CLE  
APPROVAL  
PENDING!



## CONFERENCE AGENDA

Sunday, April 11, 2010

6 – 8 PM

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

Monday, April 12, 2010

7:30 – 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  
**10 Things Your CEO Won't Tell You About HR But I Will**

8:30 – 8:45 AM

### WELCOME

**Phil Sukenik**, 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 – 10:00 AM

**Lynn C. Outwater, J.D.**, Jackson Lewis, LLP, Pittsburgh and Cleveland  
Offices, SPHR, Regional Managing Partner  
**Employment Law Update**

10:00 – 11:15 AM

**Michael Aitken**, SHRM, Director of Governmental Affairs  
**National Legislative Proposals**

11:15 – 11:30 AM

### BREAK

11:30 AM – 12:30 PM

### CHOICE OF CONCURRENT SESSIONS

**Anne E. Zerbe**, CGA Law Firm, Shareholder  
**Managing Leaves of Absences**

**Michael W. King**, Law firm of Stock and Leader, Managing Partner  
**ADA and Religious Accommodations**

12:30 – 1:30 PM

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

1:30 – 1:45 PM

### LUNCHEON RAFFLES

1:45 – 3:00 PM

**Jonathan A. Segal, Esq.**, Duane Morris Partner,  
Managing Principal of Duane Morris Institute,  
PA State Council of SHRM, Legislative Affairs Director  
**Pennsylvania Legislative Proposals and  
Effective Grassroots Advocacy**

3:00– 3:15 PM

### CLOSE

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.

These sessions are pending approval for strategic Human Resource Certification Institute (HRCI) credits.

## SESSIONS

### 10 Things Your CEO Won't Tell You About HR But I Will—Jonathan A. Segal

We hear a lot about HR wanting a seat at the table. It is so obvious that HR should be there that you have to ask, why not? This session discusses common concerns about HR expressed by C-suite executives and how to win them over so you do not end up unfairly marginalized, to the detriment of your organization.

### 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 that Pennsylvania employers need to be aware of to manage more effectively. Practical advice in applying the latest legal developments to the workplace will be discussed.

### Federal Public Policy Update—Michael Aitken

In this election year, 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. Pension reform and other benefits-related bills will be discussed too.

### Managing Leaves of Absences—Anne E. Zerbe

Just over one year ago, the FMLA was overhauled by regulations issued by the Department of Labor that took effect January 16, 2009. Learn how the final regulations have changed the playing field for employers one year later. In this session, you will discover who benefited from the changes, how the case law developments and opinion letters have impacted FMLA leave, how the more-recent enactment of the NDAA of 2010 has expanded military leave under the FMLA and what tools employers can use to manage the abuse or misuse of FMLA leave.

### ADA and Religious Accommodations—Michael W. King

With the expansion of the definition of "disability" under the ADA Amendments Act, the concept of "reasonable accommodation" has likewise been expanded. Further, while religious accommodation cases are not frequent, they raise particularly thorny issues in our increasingly diverse and multicultural society. This session will focus on practical approaches to these difficult problems.

### 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. The importance of grassroots advocacy is stressed with recommendations to maximize effectiveness.

### 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

A registration form is required for each attendee. Please photocopy for multiple registrants.

(Please print or attach business card here.)

Or register online at <http://pashrm.org>

Name \_\_\_\_\_ Company \_\_\_\_\_

Mailing Address \_\_\_\_\_

E-mail \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

I am a national SHRM member.  Contact me about membership.

I am a member of \_\_\_\_\_  
*Chapter Name*

Yes, I will attend the Networking Reception on April 11, 2010.

No, I will NOT attend the Networking Reception on April 11, 2010.

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

(Registration for legislator appointments must be received no later than 4/1/10.)

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 postmarked by 3/15/10: \$125

Regular Registration: \$150

Full-time Students and unemployed HR professionals: \$50

*Note: Refund made if cancellation is received prior to 4/5/10 and is subject to a \$25 administrative fee.*

For additional information about the conference,

visit <http://pashrm.org> or e-mail Joanne Zeas at [joanne.zeas@temple.edu](mailto:joanne.zeas@temple.edu) for assistance.

Please return the registration form with your check payable to:

**Pennsylvania State Council of SHRM, Inc.**

Joanne Zeas  
1187 Old Jordan Road  
Holland, PA 18966

## LOCATION

Harrisburg Hilton

1 North Second Street | Harrisburg, PA

**Room Reservations:** Call (717) 234-5021 or (877) 227-6963 by 3/15/10

- Room Cost (discount group rate) \$119 (single/double)
- Mention the Society for Human Resource Management and registration code "WOL" to guarantee rate.

*Overnight guests may valet in the hotel garage and have the charge posted to their room—rate is \$18.00.*

*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.*