



Ishrm professional development event 2020 fall legal update

september 11 & 25, 2020
virtual training & conference

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www.lancasterSHRM.org
\$75 for Day 1 • \$75 for Day 2
\$125 for Both Days

DAY 1: sept. 11th - 8:15-8:30 - Welcome and Announcements

8:35-9:45

Unconscious/Implicit Bias and the Strategic HR Professional



Dr. Lucia C.R. Murphy, Managing Principal, The Leadership Architect Group

Learn what unconscious/implicit bias is and why it matters. Learn how to recognize it in your own decision making and those embedded within the systems of the organizations you serve. Participants will leave with at least one step to take immediately to mitigate the impact of bias in HR decisions.

10:00-11:15

Workforce Opportunities for Justice-Involved Individuals



Congressman Lloyd Smucker and York District Attorney David Sunday, Jr.



Every year more than 600,000 individuals leave prison and are arrested again within 3 years of their release. While many factors contribute to the prison pipeline, finding a stable, good-paying job is a key to reducing the recidivism rate. Congressman Lloyd Smucker and York County District Attorney Dave Sunday will provide an overview of the sentencing reform policies passed in recent years at the federal and state level, an update on how these policies are working today, and insight into the policy proposals being discussed in Congress that aim to help justice-involved individuals successfully reenter the workforce and become productive members of our communities.

11:30-12:45

Politics in the Workplace : It's Not Just about Elections Anymore



Anne Zerbe, Esquire, McNees Wallace & Nurick LLC

Everything is political these days. From wearing a mask to the general election, employers face more challenges as they attempt to navigate politics in the workplace. Participants will employ strategies to effectively address and identify the difference between protected and unprotected speech, consider social media implications in the workplace, discuss the politicizing of COVID-19, and learn best practices to effectively address politics in the workplace. This interactive session will use hypotheticals to help participants utilize effective strategies to manage highly charged situations.

DAY 2: sept. 25th - 8:00-8:15 - Welcome and Announcements

8:15-9:30

Employment Law Update



Jonathan A. Segal, Partner and Managing Principal, Duane Morris Institute

Jonathan returns to cover the hot legal topics at both the Federal and State level including:
• LGBT rights after Supreme Court decision in Bostock • Moral and religious exemptions for ACA contraception mandate
• Welcome NLRB decisions on interplay between Title VII and NLRA • EEOC guidance on opiates
• Diversity danger zones; increase equity, not lawsuits • Masks: How to deal with refusals by employees, customers, etc.
• Leadership and COVID-19: 5 Things Not to Say! • Special considerations in remote HR investigations

9:45-11:00

Managing Injured and Disabled Employees: An Advanced ADA Discussion



Josh Schwartz, Esquire, Barley Snyder

Josh will address the administration of ADA claims during COVID-19 and beyond, including lessons learned and how to prepare for another round. His discussion will include the importance of a robust ADA policy and interactive process, including documentation; follow up inquiries to medical providers to narrow the scope or evaluate alternatives; granting temporary accommodation until medical information is provided; transfers to alternate shifts and positions; interplay of Worker's Compensation and ADA and light duty issues.

11:15-12:30

Remote Work: Planning for the Virtual Workplace of the Future



Angela Sanders, Esquire, BCGL and Janet McNally, D. Ed., SPHR, Team Development Services



Pandemic-related shut down orders forced many employers to rapidly implement remote work arrangements without planning, policy, or technology resources. Many employers now realize that teleworking can be successful, and employees are more motivated than ever to request remote work arrangements. This presentation will provide an overview of best practices and legal recommendations for designing a successful remote work program. The presentation will provide attendees with the tools needed to navigate a second round of COVID-19 shutdowns, and to think about how the pandemic will change the nature of work and our organizations.

Programs presented through GoToMeeting.