



2007 Annual Human Resources Conference

Tuesday, November 27, 2007 • Hershey Lodge and Convention Center

Thanks to our sponsors



Agenda

8:00 a.m. Registration—Exhibits Open, Continental Breakfast

8:30 a.m. Welcome

Susan E. Smith, Director of Customer Learning Pennsylvania Chamber of Business and Industry

8:40 a.m. Blueprint for Working with Employees over Age 50

Jan Magill, Director of Strategic Partnerships, U.S. Chamber of Commerce; Deborah Russell, Director Workforce Issues, AARP

- Pros and cons of working with employees over age 50
- How to retain your best workers in this age group; strategies to use to delay their retirement
- Health-care costs and the 50+ worker
- Growing impact of an aging workforce on business

9:30 a.m. Employment Law Update

Jonathan Segal, Partner, WolfBlock

- Recent cases under federal law involving harassment, discrimination and retaliation
- EEOC guidance on caregiver discrimination, as well as cases involving gender stereotyping
- Federal and state legislative enactments over the past 12 months, including minimum wage increases
- Preservation obligations with regard to electronically stored information under the amended Federal Rules of Civil Procedure
- Cutting edge trends, such as legal challenges to bullies

10:15 a.m. Refreshment Break—Exhibit Area Open

10:45 a.m. Workshops I—Registrants choose from the following three sessions:

Standard	Intermediate	Advanced
<p>Wage and Hour Basics <i>George C. Hlavac, Partner, Tallman Hudders & Sorrentino, P.G.</i></p> <ul style="list-style-type: none"> • Review of recent PA legislative developments • Review of recent PA court decisions • Understanding the basic legal requirements for all employers • Do's and don'ts of exempt/non-exempt employees • Common wage and hour myths and misconceptions 	<p>Immigration Law and Understanding the Immigrant <i>David Ceccanecchio, Associate, WolfBlock</i></p> <ul style="list-style-type: none"> • Overview of immigration law: Interview basics—what you can ask and when. Form I-9—who should complete it, and how to do it correctly. Employment-based visa categories and types of employment authorization • The employment relationship: Avoiding discrimination based on citizenship or national origin / anti-immigrant harassment. Understanding cultural differences and their impact on the workplace. FLSA and tax ramifications of employing foreign national employees. Termination—the additional risks 	<p>Managing a Diverse Workforce <i>Alice Leone Conlin, Vice President, Head of Global Diversity, SAP America, Inc.; Jonathan Segal, Partner, WolfBlock</i></p> <ul style="list-style-type: none"> • The diversity of our workforce is increasing rapidly. How to manage this new workforce and capitalize on its strength • Part of the new workforce diversity centers on the four generations working today: millennial (Generation Y), Generation X, Baby Boomers, the Great Generation. How to motivate and manage each group and get them together on teams • The legal danger zones

11:45 a.m. Lunch—Exhibit Area Open

1:00 p.m. Workshops II—Registrants choose from the following three sessions:

Standard	Intermediate	Advanced
<p>Compensation Basics <i>Stephanie Penner, Principal, Mercer Human Resource Consulting; Rebecca Cantwell, Senior Associate, Mercer Human Resource Consulting</i></p> <ul style="list-style-type: none"> • The basics of setting up a compensation program • How and where to get comparative information on salaries for your company's positions • How to set up pay raises, promotions, bonuses and pay for performance • Overview of key compensation trends in today's marketplace 	<p>Dealing with Substance Abuse and Mental Health Issues <i>David C. Rosenker, Executive Vice President of Business Development and National Recovery Services, Caron Treatment Centers; Karie Batzler, MS, LPC, LCPC, Director of Clinical Operations and Quality Management, Quest Behavioral Health</i></p> <ul style="list-style-type: none"> • How to know when to test: pre-employment, accident investigation, suspicion • ADA mandatory compliance if you have an employee with a mental health issue • Understanding the warning signs of mental health or substance abuse problems that could lead to workplace violence • Steps managers must take once they determine an employee is having problems 	<p>Dealing with Retaliation Claims and Whistleblowers <i>Vincent Candiello, Partner, Post & Schell, P.C.</i></p> <ul style="list-style-type: none"> • How HR vice presidents can ensure that supervisors are handling performance evaluations, day-to-day assignments, and discipline legally and compassionately to prevent retaliation claims. • Avoiding liability: policy creation, implementation and training • The legal steps a company should follow once retaliation is determined to have occurred • Whistleblowers—how to deal with: <ol style="list-style-type: none"> 1. The claim is legitimate—what you need to do to protect them 2. The claim is a fraud—what steps you should follow

2:00 p.m. Refreshment Break—Exhibit Area Open

2:15 p.m. Workshops III—Registrants choose from the following three sessions:

Standard	Intermediate	Advanced
<p>Leaves of Absence/FMLA Compliance <i>Christine V. Walters, MAS JD SPHR, Independent Consultant.</i></p> <ul style="list-style-type: none"> • The basics of complying with the Family Medical & Leave Act (FMLA), ADA, USERRA and related leave needs • Practical tips on how to manage leave needs 	<p>The Fundamentals of UC Hearings <i>Edward P. Rawlings, Appeals System Administrator, Unemployment Compensation Board of Review</i></p> <ul style="list-style-type: none"> • How should employers prepare for UC hearings • Understanding what a hearing entails • Other tips on surviving a UC hearing 	<p>Succession Planning <i>Charisse R. Lille, Senior Vice President of Human Resources, Comcast Cable</i></p> <ul style="list-style-type: none"> • In addition to a skilled worker shortage, there is a shortage in managers and business leaders • How HR can develop a succession plan for their company and cultivate a culture to build good leaders, supervisors, department heads • Creative solutions of succession planning from a top company

3:15 p.m. HR Roundtable—Interactive Session with the Audience

Facilitated by Jonathan Segal, Partner, WolfBlock

Panelists: Terry D'Alessandro, EVP & Market CEO Greater Philadelphia, Sovereign Bank; Anita Krick, Managing Director, LV Right Management

- How HR should work with the company CEO to help anticipate the hiring needs for the next 3 years as part of a company's overall strategy
- What CEOs would additionally like to see from HR (e.g. turnover measurements, real costs of hiring)
- Strategic ramifications in which HR needs to become more involved: understanding the needs of the company's Board of Directors/stakeholders, aligning flexible benefits plans with the greater diversity of employees, awareness of in-house politics/grapevine that directly impact the company's culture.
- What HR needs to do when the CEO, supervisor, department head, or biggest sales producer in the office is a bully. How HR deals with this behavior and when a misconduct charge should be brought

4:15 p.m. Conference Adjourns

100 Best Places to Work in Pennsylvania Awards

Separate registration fee: contact Beth at Journal Publications to purchase tickets at Bethf@journalpub.com or 717 236-4300

6:00 p.m. 100 Best Places to Work in Pennsylvania Awards Reception

6:30 p.m. 100 Best Places to Work in Pennsylvania Awards Dinner