**2020 Spring**

**Human Resources Seminar – Critical HR Issues**

**Tuesday, June 16, 2020**

Virtual Educational Conference – Zoom is the Platform

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**Agenda**

8 a.m.  
**EARLY BIRD COFFEE CHAT**  
Join us for connecting and networking with our conference sponsors and be entered into gift card drawings

8:30 a.m.  
**Welcome and Employment Law Update**  
- Alex Halper, Director of Government Affairs, Pennsylvania Chamber of Business and Industry  
- **Welcome from Lead Sponsor — HealthEquity**  
- A legislative update on anticipated changes to federal and state labor and employment law issues.

9 a.m.  
**Sponsor Welcome — Highmark**

9:02 a.m.  
**Strategies to Prevent Potential Workplace Violence Incidents**  
- Kevin Doss, CPP, PSP, CEO, Level 4 Security LLC; Author – “Active Shooter: Preparing for and Responding to a Growing Threat”  
  - Workplace violence occurs all too often, and nearly 75% of all incidents involve the active shooter, many times by a disgruntled employee. In addition, companies are now struggling with COVID19 incidents, such as a customer or employee refusing to wear a mask. We will discuss:
    - How COVID19 has changed the landscape — tips for how HR can address an employee/customer refusing to wear a mask or a related COVID19 incident
    - Strategies HR should follow when an employee needs to be disciplined or terminated to prevent the potential for an active shooter incident
    - Red flags that HR and Department Heads/Managers should be aware of that could indicate an employee may be prone to violence
    - From firsthand experience in dealing with tense workplace violence incidents – what are the biggest mistakes companies make and what should they have done to prevent these mistakes
    - Other types of commonly occurring workplace violence incidences beyond an active shooter that HR should be aware of
    - Safety tips for those employees who travel on business – whether driving a company truck, attending meetings/visiting clients nationally or internationally; and more

10:20 a.m.  
**Break — Exhibitors Showcase**

10:30 a.m.  
**Proper Methods to Conduct Workplace Investigations of Discrimination Claims**  
- Jonathan Segal, Partner, Duane Morris LLP  
  - Discrimination claims have increased at an alarming rate. The most common claims are age, gender/sex, race, LGBT and retaliation. Ensuring that the investigation is done correctly is a huge responsibility for HR when the company is faced with a claim. And many times HR is not only involved collecting facts and interviewing all the parties involved, but also needs to include IT, the CFO and even the CEO in these discussions, to protect the company from liability. In addition, ensuring your discrimination policy was followed properly, and documented correctly, is another critical component. We will discuss:
    - Who, when, how, why and what should be included in preparing for your workplace investigation, once a claim is submitted.  
      Also how do you decide when you need to call in an attorney or another third party, such as an arbitrator, to help analyze the problem
    - The “ground rules” that should be outlined to ensure everyone stays on topic and works out the best solution
Noon  
Lunch — Attendees on Their Own

12:28 p.m.  
Sponsor Welcome — Pennsylvania Department of Labor

12:30 p.m.  
Handling Remote and Flexible Work Arrangements; the Do’s and Don’ts of Monitoring Employees’ Devices  
– Eric Meyer, Esq., Partner, FisherBroyles LLP  
•With COVID19 having employees working from home and remotely, there are a whole series of HR implications to consider. We will discuss:
  o Policies HR must have in place directing how employees should conduct themselves when working from home  
  o Ensuring that technology enables your remote employees to get the work done as well as keeping remote employees connected to the office for all updates  
  o The laws and regulations that continue to be in effect, even for remote employees  
  o “Stalking apps” of employees’ company owned electronic devices are becoming more prevalent. Should you use these to monitor your employees? Is there a line HR should not cross in their use? Should you let your employees know they are being monitored?  
  o What are the best practices to monitor remote employees to ensure the work is actually being done

1:30 p.m.  
Break — Exhibitors Showcase

1:40 p.m.  
Emerging Trends in Healthcare and Employee Benefits – (HealthEquity Introduces)  
– Brian Orsinger, Chief Operating Officer, PCI Insurance  
• Employee benefits programs, and particularly healthcare coverage, are undergoing continuous change. The U.S. spends more on healthcare than any other country in the world, and as a percentage of GDP vastly more than that of comparable nations. To provide cost-effective solutions and help you to plan the benefits packages you want to craft for 2021 and beyond, we will discuss:
  o The underpinnings of the U.S. Cost phenomenon, review data to dispel misconceptions concerning this high rate of q spending, and describe evolving methods to help your organization outperform this trajectory  
  o How to combat the negative impact when employee awareness, knowledge and engagement in the benefits ecosystem is lacking  
  o Developing trends among forward-looking employers to boost their employee benefits portfolio when attracting and retaining top talent

2:25 p.m.  
Final Slides of Sponsors and Exhibitors with Acknowledgement

2:30 p.m.  
Adjourn

**Continuing Education Credits**

**SHRM Credits**  
The Pennsylvania Chamber of Business and Industry is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. This program is valid for 5 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

**CLE Credits**  
This program has been approved by the PA Continuing Legal Education Board for 5 hours of substantive law, practice and procedure CLE credit and 0 hours of ethics, professionalism or substance abuse CLE credit. Attorneys are required to sign in at the registration desk.

**CPE Credits**  
CPE Credits: 5  
Program Sponsor PXI77225  
Prerequisites: None  
Level: Management  
Objective: To provide an update on human resources regulations and best practices for cost containment measures.

**Note:** To verify attendance and earn credits, all attendees are required to be logged into Zoom.

**HR Certification Institute Credits**  
This activity has been approved for 5 (HR General) recertification credit hours toward GPHR, HRBP, HRMP, PHR and SPHR recertification through the HR Certification Institute. Please be sure to note the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

The use of this official seal confirms that this Activity has met HR Certification Institute® (HRCI®) criteria for recertification credit pre-approval.

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