



**PA Chamber**  
of Business and Industry

## 2022 Spring Human Resources Conference The Future of Work

**Thursday, March 24, 2022**

**8:00 a.m. – 1:30 p.m.**

**Virtual Conference – Zoom Webinars Platform**

### Agenda

- 8 a.m. **Webinar is Open – Sponsor Showcase**
- 8:30 a.m. **Welcome and Employment Law Update**  
– *Alex Halper, Director of Government Affairs, Pennsylvania Chamber of Business and Industry*
- An overview of labor and employment legislative issues before the state General Assembly and highlights from the federal level
- 9 a.m. **The Future of HR and the Future of Work**  
– *Maria Yaremchak, HR Consultant, Alternative HR*
- Human Resource professionals have been on the forefront of so many changes over the last two years. The way we work has changed forever. Is the way HR used to run things dying? What is the new HR? What are the trends anticipated for the future of work in general? Our speaker will discuss such issues as the decentralizing of HR departments, HR professionals becoming “championship coaches” more than ever; the support employees need — whether working in the office, from home, or in hybrid settings; and the need for corporate sustainability as part of a company’s mission to attract and keep the younger workers.
- 9:30 a.m. **Latest Update on Wellness Programs including Mental Health, Substance Abuse and Drug Testing**  
– *L. Steven Bowers, Senior Counsel, Saxton & Stump*  
– *Sarah Ivy, Shareholder, Saxton & Stump*
- Wellness and Employee Assistance Programs are one of the most important items companies can offer to their employees. Mental health issues, rapid increase of drug and alcohol abuse — all of these continue to plague companies. In addition, the whole arena of what you should and should not do with drug testing continues to evolve. We will discuss:
    - o The minimum requirements all companies should follow for their drug and alcohol substance abuse programs
    - o Warning signs that an employee may need mental health help — how do companies provide this (e.g., Mental Health specialist is part of your Workers’ Compensation panel of physicians)
    - o With so many regulation changes over the last year, what is HR now legally allowed to do concerning drug testing
    - o A review of the best practices companies should follow
- 10:30 a.m. **Refreshment Break – Sponsor Showcase**
- 10:45 a.m. **Re-Imagining Your Employee Benefits Programs to Enhance the Work/Life Balance**  
– *Sandra Holzgen, Chief Human Resource Officer, PSECU*  
– *Brian Orsinger, Employee Benefits Practice Leader, PA; McGriff Insurance Services*
- The whole world of employee benefits programs has also changed dramatically. For the last two years, the #1 benefit employees are asking for is financial assistance, and this continues to be the frontrunner. In addition, other benefits such as pet insurance, legal aid, and elder care are all in top demand. An excellent way to retain your employees is to offer employee benefits packages that meet their needs. From two perspectives — one an insurance broker, one an HR practitioner — we will discuss:
    - o What are the overall trends shaping employee benefits programs in today’s post-pandemic world
    - o A brief review of the benefits packages’ companies should keep, such as medical
    - o What are the benefits programs today’s employees are requesting, and how should companies adopt and shape these new programs to reflect the needs of their employees
    - o Best practices for managing your employee benefits programs

11:45 a.m. **Lunch — Sponsor Showcase**

12:15 p.m. **Red Flags to Watch in How Your Managers Treat Employees — Employment Management Strategies**

– *Marc Scheiner, Special Counsel, Duane Morris LLP*

- The data is still the same. Employees leave bad managers, yet so few companies take care of the problem. Employees are more demanding in being treated well and will walk away in seconds. The costs to employers for keeping bad managers in place is huge; and trying to find and replace top employees who walk away is impossible. Companies then find themselves cutting back on products and services, in addition to low morale. We will discuss:
  - o Protocols to follow for your leadership program to promote good managers; including the minimum legal requirements for training your managers
  - o Legal steps to follow should you have a bad manager — to protect the company and stop the exodus of top employees
  - o How to conduct a proper investigation of a manager that may be a problem — including reminding managers to not contact employees after work hours unless a true emergency — a few European countries, such as Portugal, now have laws about this.
  - o Proven strategies to ensure employee engagement is working; what works to keep your employees

1:15 p.m. **Closing Comments and Questions**

– *Alex Halper, Director of Government Affairs, Pennsylvania Chamber of Business and Industry*

1:30 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<sup>SM</sup> or SHRM-SCP<sup>SM</sup>.

This program is valid for **4 PDCs for the SHRM-CP or SHRM-SCP**. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).



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### HR Certification Institute Credits

This activity has been approved for **4 (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](http://www.hrci.org).



HR Certification Institute's® ([www.HRCI.org](http://www.HRCI.org)) official seal confirms that the Pennsylvania Chamber of Business and Industry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

### CLE Credits

This program has been approved by the PA Continuing Legal Education Board for **4 hours of employment law** and procedure CLE credit and 0 hours of ethics, professionalism or substance abuse CLE credit.

### CPE Credits

**CPE Credits: 4**

Program Sponsor PX177225

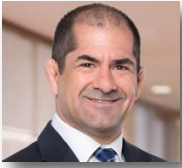
Prerequisites: None

Level: **Management**

Objective: To provide an update on human resources best practices to ensure a diverse workforce that ultimately provides savings to a company's bottom line.

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

## About the Speakers



**L. Stephen Bowers, Esq.** is the Senior Counsel with Saxton & Stump. He is an experienced attorney providing guidance for employers of all types, including private companies, government entities, nonprofits and educational institutions on matters involving employee compensation, retirement, information privacy and benefits law. Steve has extensive knowledge of matters pertaining to the Employee Retirement Income Security Act of 1974 (ERISA), Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Affordable Care Act (ACA). He also is experienced with Health Insurance Portability and Accountability Act (HIPAA) compliance, tax law and applicable regulations. Prior to joining Saxton & Stump, Steve advised employers on the design, operation and regulation of executive compensation agreements and employee pension and healthcare plans at two internationally recognized law firms in Philadelphia. Prior to that, he served as a consultant at a major benefits consulting firm. Before entering private practice, Steve was an investigator for the Employee Benefits Security Administration of the U.S. Department of Labor where he assisted with civil and criminal investigations of single or multi-employer pension and healthcare plans and service providers.



**Alex Halper** is the director of Government Affairs for the Pennsylvania Chamber of Business and Industry where he lobbies on issues including labor/employment policy, education, workforce development, local tax policy, international trade and immigration. Alex joined the PA Chamber in 2011. Prior to that, he was a legislative assistant in Washington, D.C. to former U.S. Sen. Arlen Specter and worked on numerous areas of public policy, including transportation and infrastructure, homeland security and appropriations. Originally from Allentown, Alex graduated from the George Washington University in 2006 with a bachelor's degree in Political Science. He serves on numerous state boards, including the Pennsylvania Minimum Wage Advisory Board, Pennsylvania Partnerships for Children's Board of Directors, Pennsylvania's Workers' Compensation Advisory Council and the Governing Board of the Pennsylvania Compensation Rating Bureau.



**Sandra Holzgen** is the Chief Human Resource Officer for PSECU. She is responsible for the Human Resource strategic direction for the entire organization. Major areas of responsibility include; Organization and Talent Development, Employment and Employee Relations, Training, Compensation, Employee Benefits, Employee Services and Physical Security. Before joining PSECU, she was the Chief Human Resource Officer, SVP for Macatawa Bank, which is based in Michigan. She holds her Master's Degree in Organization Leadership and Change Management from Case Western Reserve University.



**Sarah Ivy, Esq.**, is a shareholder with the law firm of Saxton & Stump. She focuses her practice on employee benefits law, executive compensation and taxation. Sarah has more than 20 years of experience analyzing regulations under the Internal Revenue Code and Employee Retirement Income Security Act and applying those rules to a range of benefits plans; counsels companies on the design and documentation of executive compensation arrangements, including severance agreements, as a business transition planning tool; advises clients on employee benefits issues that arise in merger and acquisition transactions; and conducts reviews of various employment-related documents such as employee handbooks, employment agreements and non-compete agreements. Prior to joining Saxton & Stump, Sarah worked as an executive compensation, employee benefits and ERISA attorney with various law firms.



**Brian Orsinger** is the Employee Benefits Practice Leader of PA for McGriff Insurance Services. Prior to this he served as the chief operating officer of Pennsylvania Chamber Insurance, where he was responsible for PCI's sales growth and client retention efforts, strategic resource development, and continuously evolving PCI's unique value proposition — empowering a healthy, productive and secure workforce across the Commonwealth. Brian is an inaugural member of IBInext, a cross-discipline thought-leadership panel constructed by the Board of the Integrated Benefits Institute to revolutionize how industry approaches employee benefits, productivity, and absence strategy while driving business performance. Brian serves on the Gettysburg College Alumni Association Board of Directors, where he graduated with a bachelor's degree in Economics. He earned his CEBS® designation through the IFEBP/Wharton School and maintains various relevant professional credentials.



**Marc Scheiner**, special council with the law firm of Duane Morris, practices in the area of employment law, counseling clients on a variety of employment issues. Marc works with clients to ensure compliance with Title VII, the Americans with Disabilities Act and ADA, Family and Medical Leave Act, Age Discrimination in Employment Act, Equal Pay Act, Fair Credit Reporting Act and various state and local laws. He also assists clients in reviewing and drafting employment policies, handbooks, employment agreements, non-compete agreements and severance agreements. Marc has represented indigent clients in Social Security disability appeals before the U.S. Social Security Administration and in hearings before the U.S. Department of Labor. He has volunteered or worked on pro bono matters for Canine Partners for Life, the Volunteer Lawyers Project of the Boston Bar Association, the Human Rights Campaign, Big Brothers Big Sisters of America and the Mazzoni Center. He is a 2003 graduate of Cornell Law School.



**Maria Yaremchak** is an HR Consultant with Alternative HR. She has more than 15 years of diverse human resources and management experience in a variety of industries, including IT, Manufacturing, Healthcare and Construction; and also has extensive hands-on experience leading HR initiatives including policy design, compensation, performance management, recruiting, compliance reporting, training and development, and benefits administration. Maria earned her Associate in Arts Degree in Business Administration and Management from Harrisburg Area Community College. She holds her SHRM-CP her aPHR certification from the Human Resource Certification Institute in 2016. She is a member of the Human Resource Professionals of Central PA, as well as the national chapter of the Society for Human Resource Management. Her passion is providing HR support to her clients and helping them meet their HR goals.