

2022 Annual Human Resources Conference

Wednesday, November 16, 2022

8:00 a.m. to 3:00 p.m. ET

Best Western Premier: The Central Hotel & Conference Center, Harrisburg, PA

Agenda

8:00 a.m. **Registration/Continental Breakfast/Exhibits Open**

8:30 a.m. **Welcome**

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

8:45 a.m. **Annual Employment Law Update**

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

– **Jonathan Segal**, Partner, Duane Morris and Principal, Duane Morris Institute

- Being aware of current and potential federal and state employment law changes is critical to managing your HR department and planning ahead. The speakers will discuss labor and employment public policy issues on the minds of lawmakers in Harrisburg and Washington, D.C.

10:00 a.m. **Disability: Part of the Equity Equation**

– **Assistant Secretary Taryn Williams**, Office of Disability Employment Policy

- Assistant Secretary Taryn Williams will provide an update on how the U.S. Department of Labor is working with employers to increase employment opportunities for individuals with disabilities. She will highlight how the Office of Disability Employment Policy's Employer Assistance and Resource Network on Disability Inclusion (EARN) helps employers, human resources professionals, and diversity, equity, inclusion and accessibility (DEIA) staff find the resources they need to recruit, hire, retain and advance people with disabilities. This work includes important mental health resources for employers which can help create a healthy workplace and materials from the National Disability Employment Awareness Month. This year's theme, "Disability: Part of the Equity Equation," recognizes the vital role people with disabilities play in making the nation's workforce diverse and inclusive.

10:45 a.m. **Refreshment Break/Exhibits Open**

11:00 a.m. **Addressing HR and Industry-Related Burnout**

– **Christine Higgins**, President, Quest Behavioral Health

- HR professionals have spent the past three years in a critical, though often unrecognized first responder role. Managing multiple, ongoing crises has resulted in many HR professionals feeling burned out. This interactive session will address how to identify burnout and compassion fatigue, as well as self-care strategies to refuel.

12:00 p.m. **Lunch/Exhibits Open**

1:00 p.m. **Cognitive Diversity in the Workplace**

– **Rob Hodapp**, Western Business Services & Outreach Specialist, Office of Vocational Rehabilitation

– **Johanna Murphy**, Development Director, Evolve Coaching

- OVR and Evolve Coaching will provide an introduction to cognitive diversity and a discussion about the importance of hiring and accommodating those with "invisible disabilities." Learn how to integrate new ways of thinking into your organization so that you can grow and expand along with your hiring and management practices. Learn about OVR services and resources available to support your business and hiring needs

1:45 p.m. **Refreshment Break/Exhibits Open**

2:00 p.m.

HR: In the Moment” Responses: How do you handle various employee situations at the moment they occur?

– **Jonathan Segal**, Partner, Duane Morris and Principal, Duane Morris Institute

- This highly interactive session will cover a number of scenarios and how HR should respond to them – from what to do when an employee says they would like to change their gender pronouns in the workplace; to if they share in confidence that they heard racist remarks but is afraid of retribution; to when an employee provides HR with union cards and asks that a union be recognized; and more.

3:00 p.m.

Adjourn

About the Speakers



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



Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the Duane Morris Institute that provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Jonathan has provided training to federal judges on harassment and other forms of bias. Jonathan also was appointed by the Equal Employment Opportunity Commission to its Select Task Force on Harassment. Jonathan is an active member of the Society for Human Resource Management and writes and speaks extensively for HR, legal and business groups on, among other issues, gender bias in general and sexual and other harassment in particular.



Taryn Mackenzie Williams is the Assistant Secretary of Labor for Disability Employment Policy. In this position, she advises the Secretary of Labor on how the Department's policies and programs impact the employment of people with disabilities and leads the Office of Disability Employment Policy, which works with employers and all levels of government to promote evidence-based policy that improves employment opportunities and outcomes for people with disabilities. Previously, Williams was the managing director for the Poverty to Prosperity Program at American Progress. There, she worked at ODEP on a variety of issues related to education and workforce policy.



Christine Higgins, PsyD is the President of Quest Behavioral Health, a third-party administrator of Behavioral Health and Employee Assistance Program benefits. A licensed psychologist with 20 years of clinical experience, Dr. Higgins previously worked in medical and rehabilitation hospitals, group and private practice settings, and has taught several college-level courses. She started with Quest in 2015 as a Care Manager, before transitioning and promoting through leadership positions including Director of Call Center, Vice President, and President. Dr. Higgins earned a Bachelor's degree in Psychology from Boston University, a Doctorate in Psychology (PsyD, Clinical Specialization) from the Florida Institute of Technology, and completed a post-doctoral fellowship in Health and Rehabilitation Psychology at the Bacharach Institute for Rehabilitation. She has been a Licensed Psychologist in Pennsylvania since 1998, retiring from clinical practice in 2016. Dr. Higgins views her transition to Quest as life-changing, as she has the honor of leading others who seek to make a difference each day. Initially from Florida, she has lived in Central Pennsylvania for 25 years, sharing life with her husband of 29 years, her two teenagers, two cats, and two dogs.



Rob Hodapp is a Vocational Rehabilitation Specialist for Pennsylvania's Office of Vocational Rehabilitation (OVR). He has a Master's degree in Rehabilitation Counseling, is a Certified Rehabilitation Counselor (CRC), and a Licensed Professional Counselor (LPC) in Pennsylvania. He is also a member of the Mid-Atlantic ADA Center's Trainer Leadership Network. Rob has worked serving people with various disabilities in obtaining competitive employment for over 25 years. He has presented to colleagues and businesses on subjects including; disability etiquette, job readiness, workplace and program accommodations and the American's with Disabilities Act as Amended. He has provided guidance and on-site facility assessments to businesses and other partners on building accessibility under the ADA Accessibility Guidelines.



Johanna Murphy is Development Director for Evolve Coaching. A native of Harrisburg, PA, Joey moved to Pittsburgh in 1992 after earning her bachelor's degree in Philosophy from the University of Scranton. While her only plan was to become a rock star, her appetite for learning how to do things led her many places. Dividing her time between performing and working for a living, she learned accounting, auto body repair, carpentry, basic machining, early-era web design, sales and marketing. She's done professional marketing and development work for music distribution companies, outreach work in the region's workforce development community, produced and promoted concerts, launched a newsletter for Pittsburgh's western neighborhoods, flipped houses, and rescued pets. Her restlessness and inability to settle on one career finally made sense, when, at the age of 42, she was diagnosed with Aspergers, or ASD level one. Since completing her master's of fine arts at the University of Pittsburgh in 2016, she has worked as a freelance writer and an adjunct professor at the University of Pittsburgh. What she likes best is helping young people make sense of the world as they grow into adults, and using her writing skills to advocate for Autism awareness for older women.



For more information on these events, contact Gretchen McDonel, Conference and Events Executive, 717.720.5457 | gmcdonel@pachamber.org.

For sponsorship information, contact Jennifer O'Donnell, Engagement and Events Executive, 717.720.5557 | jodonnell@pachamber.org.