PA Chamber™
of Business and Industry

2024 Annual
Human Resources Conference

Best Western Premier The Central Hotel and Convention Center
Thursday, March 21, 2024
8:00 a.m. – 3:30 p.m.
Central Ballroom

8:00 a.m. Registration/Networking/Continental Breakfast

9:00 a.m. Welcome Remarks and Presenting Sponsor Remarks

9:15 a.m. Federal and State Legislative Update
Alex Halper, Senior Vice President, Government Affairs, PA Chamber of Business and Industry
Jonathan Segal, Partner and Managing Principal, Duane Morris Institute

10:15 a.m. Your True North — Balancing Personal Well-Being with Organizational Needs
Stephanie Doliveira, Executive Vice President of People and Culture, Sheetz

11:00 a.m. Networking/Refreshment Break

11:15 a.m. Breakout Sessions:

#1 AI Strategies at Work, The impact on Leadership
Rick Grimaldi, Partner, Fisher Phillips
David Walton, Partner, Fisher Phillips

#2 Medical and Recreational Marijuana — Understanding the Legal Landscape
John McCreary, Shareholder, Babst Calland
Joseph Romano Esq., Member, Burns White Attorneys at Law
Alex Halper, Moderator; Vice President Government Affairs, PA Chamber of Business and Industry

12:15 p.m. Lunch and Networking

1:15 p.m. Expanding The Workforce Pool — Thinking Outside of The Box
Shea Zwerver, Workforce Relations Manager, Flagger Force
Andrea Heberlein, Executive Director, PA Early Learning Investment Commission
Ryan Palm, Executive Director of the Brad McGarry Center for Neurodiversity at Mercyhurst University
Alex Halper, Moderator; Vice President Government Affairs, PA Chamber of Business and Industry

2:15 p.m. Networking/Refreshment Break

2:30 p.m. Labor Law in 2024: The Wave Comes Ashore
Glenn Spencer, Senior Vice President, Employment Policy Division, U.S. Chamber of Commerce

3:30 p.m. Program Ends

About the Speakers

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

Alex Halper serves as Senior Vice President of Government Affairs for the Pennsylvania Chamber of Business and Industry, the largest broad-based employer advocacy association in the Commonwealth. Halper oversees public policy development, advocacy and outreach, as well as the organization's political efforts. He specifically focuses on labor and employment, and workforce policy.

Halper serves on the Pennsylvania Minimum Wage Advisory Board, Pennsylvania Partnerships for Children Board of Directors, Pennsylvania Workers' Compensation Advisory Council, the Governing Board of the Pennsylvania Compensation Rating Bureau, and the Pennsylvania Association for Government Relations Board and was appointed to Gov. Josh Shapiro's Transition Advisory Committee. Halper was listed #5 on City and State PA's 2023 list of Pennsylvania Government Relations Power 100 and was featured in their "40 under 40" series that year. He regularly speaks to chambers of commerce, trade associations and employers across the Commonwealth about key legislative issues and the political landscape.

Halper joined the PA Chamber's Government Affairs team in 2011. He previously served as 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, Halper graduated from the George Washington University in 2006 with a bachelor's degree in Political Science. He lives in Lower Paxton Township with his wife, two children and dog Kelce.

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

Jonathan 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.

Stephanie Doliveira, Executive Vice President of People & Culture at Sheetz, Inc.

Stephanie is responsible for strategic planning and execution of people-centric initiatives. She is also the executive sponsor of the company's commitment to IDEA — Inclusion, Diversity, Equity and Accessibility, an integral part of the overall corporate strategy.

Sheetz, a family owned and operated convenience retailer based in Altoona, PA has more than 25,000 employees throughout the company's six-state operating area. Recognized by Fortune as one of the 100 Best Companies to Work For, Best Retailers to Work For, Best Places to Work for Women and Best Workplaces for Millennials, Sheetz is committed to offering sustainable careers built on an inspiring and authentically inclusive culture.

Stephanie is an advocate for children, child-care and early learning. She is a member of the Pennsylvania Governor's Early Learning Investment Commission (since 2008) and currently serves as the Co-Chair. She also serves on the Sheetz Family Charities board of directors, an employee-driven charity focused on children in need.

The Great Place to Work Institute awarded Stephanie the Inaugural Great Place to Work® For All Leadership Award in March 2018. Convenience Store News recognized her with the "Top Women in Convenience" honor in 2016 and 2020. In October 2020, S&T Bank and Pittsburgh Magazine recognized her for leadership in a feature series on Women & Business.

Prior to joining Sheetz, Stephanie practiced labor and employment law representing employers at a firm based in Pennsylvania. She received a Bachelor of Science degree in labor and industrial relations from the Pennsylvania State University, and a Juris Doctorate from the Widener University School of Law, Commonwealth Campus.

Stephanie is the proud mom of two sons, Gabriel and Carter.

Rick Grimaldi, Partner, Fisher Phillips

Rick Grimaldi is the author of "Flex" and a partner at Fisher Phillips, one of America's preeminent labor and employment law firms representing employers, where he works with companies both large and small on solving their most complex workplace challenges. Rick has served employers and employees in Pennsylvania in high-ranking public service positions, worked as a human resource professional, and spent years in private practice partnering with companies to help them adapt to the ever-changing business environment, achieve their workplace goals and become better employers that are ultimately rewarded by the market.

Informed by 30 years of experience, Rick's insights are especially valuable as today's employers grapple with the seismic impact of new technologies, unprecedented safety concerns, generational shifts, and increasingly fluid boundaries. He frequently works with senior executives and management teams to provide hands-on, practical training on leadership and best practices in the workplace.

Rick is frequently quoted in the media including, recently, by: WCBS-TV (New York), MSN News, Yahoo! News, NPR, HR Simple, HR Dive, The Wharton Business Daily (SiriusXM)

Peers rank Rick among The Best Lawyers in America©.

David Walton, Partner, Fisher Phillips

David Walton is a partner in the firm's Philadelphia office and Chair of the firm's Artificial Intelligence Team, advising clients and formulating strategy for addressing the rapidly evolving challenges presented by the emerging role of AI in the workplace.

Dave's work with AI is a natural outgrowth of his many years working at the intersection of technology and law. Since the 1990s, Dave has focused his practice on trade secrets, restrictive covenants and employment litigation, but with a particular emphasis on using legal innovation and evolving technologies to help achieve clients' desired outcomes and enhance the delivery of services. He brings deep experience in labor and employment law, trade secrets, electronic discovery, privacy, data security and computer forensics to clients' issues. A creative thinker and savvy negotiator, Dave devises cost-effective and pragmatic approaches to mitigate clients' risks and achieve business goals..

His trial work, especially in the area of trade secrets, has been nationally recognized. Professor Adam Grant of the Wharton School of the University of Pennsylvania focused on one of Dave's notable trials in his best-selling book, *Give and Take*. Dave has litigated numerous trade secret and restrictive covenant matters, as well as employment discrimination cases, ERISA disputes, and executive employment contract cases. In traditional labor matters, Dave has secured mass-picketing injunctions and successfully negotiated collective bargaining agreements. He has extensive experience handling large trade secret and mass employee mobility cases that involve 50+ depositions and multi-week trials. In one case, he secured what is believed to be the largest jury award ever for a claim under the Pennsylvania Uniform Trade Secrets Act. Dave regularly handles cases involving these sophisticated issues across a variety of industries, and against some of the largest and most well-known law firms in the country.

A Certified Information Privacy Professional (CIPP/US), Dave frequently writes and speaks on legal technology, digital forensics, cyber law, e-discovery and employment litigation. He also recently obtained a Certification in Data Analytics from the Wharton School of the University of Pennsylvania.

John McCreary, Shareholder, Babst Calland

John McCreary is a shareholder in the Employment and Labor Services and Public Sector Services groups of Pittsburgh law firm Babst Calland. Mr. McCreary's employment and labor law practice spans the full range of issues encountered in the employment setting, including labor contract negotiation and administration, grievance arbitration, benefit plan issues, disputes over discriminatory hiring practices, wrongful termination claims, as well as litigation over pension and benefit entitlement. He represents employers before both the National Labor Relations Board and the Pennsylvania Labor Relations Board in proceedings involving union organizing campaigns and defense of unfair labor practice charges, as well as representing employers in OSHA proceedings. His practice also involves the defense of employers in matters before the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission, including defense of claims for race, sex, age and disability discrimination and claims of sexual harassment.

Mr. McCreary has been listed in *The Best Lawyers in America® by BL Rankings* in the Labor Law – Management Section since 2015 and was named the *Best Lawyers®* 2018 Labor Law – Management "Lawyer of the Year" in Pittsburgh, Pa. He obtained his undergraduate from the University of Pennsylvania and his J.D. from Duquesne University's School of Law

Joseph Romano Esq., Member, Burns White Attorneys at Law

Joseph C. Romano is a Member in the Workers' Compensation Group. He focuses his work on the defense of employers and insurance companies in Pennsylvania.

Mr. Romano is a magna cum laude graduate of the Duquesne University School of Law. During law school, he was a member of the Duquesne Law Review and the Duquesne Business Law Journal. He was selected for and participated in Duquesne's Second Year Trial Advocacy Program and also participated in the study abroad program. Mr. Romano received his Bachelor of Arts degree from Washington & Jefferson College, majoring in political science. While at Washington & Jefferson, he was a member of the Pi Sigma Alpha National Political Science Honor Society and was the recipient of the Dean's Award Scholarship.

Mr. Romano is admitted to practice law in Pennsylvania before the United States District Court for the Western District of Pennsylvania. He is a member of the American Bar Association (ABA), Pennsylvania Bar Association (PBA), and Allegheny County Bar Association (ACBA), and currently serves on the Workers' Compensation Section Councils for both the PBA and ACBA.
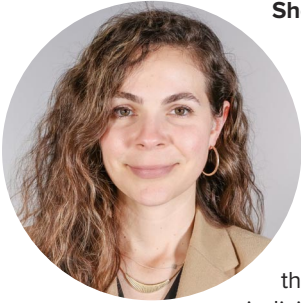
Shea Zwerver, Workforce Relations Manager, Flagger Force

Shea Zwerver is the workforce development and public affairs manager for Flagger Force. With 10+ years of experience in program development and management, she builds strategic partnerships to help grow and diversify the company's workforce. Shea plays a critical role in creating synergy, collaborating across sectors, and supporting Flagger Force's employees.

Prior to Flagger Force, Shea was employed by the Pennsylvania Department of Conservation and Natural Resources (DCNR) where she worked on policy and environmental equity. She received an Outstanding Achievement Award for conceptualizing and implementing a vocational and educational program at prisons that provided employable skills in forestry, tree care, ecological restoration, and entrepreneurship to individuals nearing release.

Shea received her bachelor's degree in psychology with a minor in landscape studies from Smith College. She also holds a master's degree in environmental studies from the University of Pennsylvania. Shea serves on the board of the Susquehanna Greenways Partnership and was recently appointed by the Shapiro Administration to the Pennsylvania Workforce Development Board, where she is chairing the Barrier Remediation Committee. She resides in Harrisburg, Pennsylvania, and in her spare time, you can find her hiking Pennsylvania's public lands with her pup.

Andrea Heberlein, Executive Director, PA Early Investment Commission

Andrea L. Heberlein is the Executive Director of The Pennsylvania Early Learning Investment Commission. The Commission was created by an Executive Order for the purpose of mobilizing business leaders across Pennsylvania to secure support for public-private investments in early learning.

Before joining the Pennsylvania Early Learning Investment Commission, Andrea served as the Vice President of Strategic Impact for United Way of Lancaster County, where she helped to lead and support community initiatives focused on improving the educational, health, and financial outcomes for children, youth, and adults. Under her leadership, United Way of Lancaster County was recognized nationally and statewide for unprecedented increases in health and social service collaboration and innovative place-based strategies related to social determinants of health.

Andrea has an extensive background and experience around community-building work, service coordination for adults with disabilities, community systems development for children with disabilities, and directing an employer-sponsored, NAEYC accredited, early childhood learning center for Penn Medicine/Lancaster General Health and Franklin and Marshall College. She currently serves at the Chair for the Lancaster County Homelessness Coalition's Steering Committee, on the Advisory Council for Nurse-Family Partnership, Pennsylvania's Early Childhood Comprehensive Systems Committee, and was appointed by the Governor to serve on Pennsylvania's State Advisory Council on Early Childhood Education and Care.

Ryan Palm, Executive Director of the Brad McGarry Center for Neurodiversity at Mercyhurst University

Ryan Palm is the Executive Director of the Brad McGarry Center for Neurodiversity at Mercyhurst University. Palm was appointed to this role in November 2023 after a three-year stint at Erie Insurance. He is no stranger to Mercyhurst, having graduated from the University in 2007 with a degree in Intelligence Studies, and having worked in the University Advancement Department from 2010 to 2021. The Brad McGarry Center for Neurodiversity will expand the mission of the Autism Initiative at Mercyhurst (AIM) program, with focus on increasing enrollment and building corporate relationships and employment opportunities.

At Erie Insurance, Ryan served as a Senior Community Outreach Specialist, working closely with nonprofit organizations in the company's footprint, as well as key internal efforts such as corporate fundraising and event planning. His final role at the company was a Senior Market Intelligence Analyst, working collaboratively with colleagues to monitor the property/casualty insurance industry, competitor activity, and provide key intelligence insights for the company's decisionmakers.

In his prior stint at Mercyhurst, Ryan served in several leadership roles within the Advancement team, most recently the Associate Vice President for Advancement. In this role he was responsible for oversight of the major gifts and planned giving programs, as well as support for the annual giving, alumni relations, and government/foundations program. Ryan worked closely with AIM leadership to help solicit funding from individuals, foundations, and corporations in excess of $1 million in total funding.

Ryan is active in community leadership, serving on the Board of Directors for the Lake Erie Arboretum at Frontier Park (LEAF) and the Mercy Center of the Arts, as well as volunteering as a coach with his son's baseball team.

Glenn Spencer, Senior Vice President, Employment Policy Division, U.S. Chamber of Commerce

Glenn Spencer is the Senior Vice President of the [Employment Policy](#) Division at the U.S. Chamber of Commerce. In this role, he oversees the Chamber's work on [immigration](#), [retirement security](#), [traditional labor relations](#), [human trafficking](#), wage hour and worker safety issues, EEOC matters, and state labor and employment law.

Before joining the Chamber in July 2007, Spencer spent six years at the U.S. Department of Labor in the Office of the Secretary, serving as the deputy chief of staff and then chief of staff to Secretary of Labor Elaine L. Chao.

Earlier in his career, Spencer was engaged in issue advocacy and grassroots lobbying for Citizens for a Sound Economy in Washington, D.C., and also worked as a senior analyst in the research departments of the National Republican Senatorial Committee and the Republican National Committee.

Spencer's articles have been published in numerous leading newspapers, and he has appeared on nationally syndicated radio and television news programs. Spencer holds an M.A. in international affairs from The George Washington University. Glenn Spencer is the Senior Vice President of the [Employment Policy](#) Division at the U.S. Chamber of Commerce. In this role, he oversees the Chamber's work on [immigration](#), [retirement security](#), [traditional labor relations](#), [human trafficking](#), wage hour and worker safety issues, EEOC matters, and state labor and employment law.

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