

PA Chamber Human Resources Conference

March 5, 2026 | 8:00 a.m. – 3:30 p.m. | Sheraton Harrisburg Hershey Hotel

AGENDA

8:00 A.M. Registration, Networking, and Continental Breakfast

9:00 A.M. Welcome Remarks

- Alex Halper, Senior Vice President of Government Affairs, PA Chamber
- Jonathan Segal, Partner, Duane Morris, LLP

9:15 A.M. Federal Labor and Employment Law Updates

As the federal labor and employment landscape continues to evolve, HR leaders must stay ahead of new laws, regulations, and enforcement priorities that directly impact their organizations. This presentation will provide a clear, practical overview of the most important federal developments shaping workplace policy—from labor relations and compliance trends to emerging issues affecting employers nationwide.

- Andrew Rogers, Wage and Hour Division Administrator, U.S. Department of Labor
- Glenn Spencer, Sr. Vice President, Employment Policy Division, U.S. Chamber of Commerce

10:15 A.M. Keystone Workforce Partnerships: Case Studies in Upskilling

Pennsylvania employers are tackling workforce challenges head-on through innovative partnerships with education providers, workforce organizations, and government agencies. This panel will spotlight real-world case studies showcasing how collaborative upskilling efforts are helping businesses close skills gaps, retain talent, and build pipelines for in-demand jobs.

- Meg Handley, PhD, BCC, Associate Director of Engineering Leadership and Co-Director of College of Engineering Certified Microcredential, Penn State University
- Lauren Holubec, Executive Director, PA Workforce Development Association
- Alex Tarleton, Director of Talent Acquisition, Eurofins

11:15 A.M. Networking and Refreshment Break

11:30 A.M. Breakout Sessions

Track One:

Winning the Talent Game: Hiring Gen Z, Reintegrating Professionals, and Sourcing Top Talent

*With five generations now working side by side, talent strategy has become both more complex—and more powerful—than ever. In this session, Rick Grimaldi, Partner at Fisher Phillips and author of *Age Appropriate: How to Leverage a Multigenerational Workforce and Win the Market*, will share practical insights to help HR leaders turn generational diversity into a competitive advantage in today's tight labor market.*

- Rick Grimaldi, Partner, Fisher Phillips

Track Two:

Navigating Wage & Hour Compliance, Pay Equity, and Pay Transparency in a Complex Regulatory Era

Employers across Pennsylvania face growing challenges as wage and hour rules, pay equity requirements, and pay transparency expectations continue to evolve. With notable inconsistencies between federal and state regulations, don't wait for a lawsuit, audit, or viral pay-transparency post to expose organizational vulnerabilities. Join us to equip your organization with the knowledge, tools, and data-driven insights needed to stay ahead in a rapidly shifting regulatory landscape.

- Jonathan Segal, Partner, Duane Morris, LLP

12:30 P.M. Lunch and Networking

1:30 P.M. “Spin the Wheel!” A Live HR Mock Debate

Get ready for a fast moving, highly interactive session where anything can happen. HR executives will spin the wheel to reveal surprise workplace scenarios and unexpected role assignments. Our speakers will get into character and debate the issue on the spot, offering sharp legal, policy, and practical HR perspectives. The audience plays an active role too—asking questions, challenging the debaters, and steering the conversation as new twists unfold. Join us for this dynamic, session where HR problem solving happens in a fresh and completely unscripted way.

- Alex Halper, Senior Vice President of Government Affairs, PA Chamber
- Jonathan Segal, Partner, Duane Morris, LLP

2:00 P.M. Operationalizing AI in the Workplace

As artificial intelligence becomes a day-to-day workplace tool, HR leaders play a critical role in guiding how it is used responsibly, effectively, and in compliance with evolving laws and expectations. This presentation will explore how organizations can move beyond theory to develop clear AI policies, governance frameworks, and workforce guidance that empower employees to leverage AI while managing risk.

- Denise Turley, Vice President of Corporate Systems, U.S. Chamber of Commerce
- Alexandra Farone, Shareholder, Employment, Labor, Litigation, and Emerging Technologies, Babst Calland

3:00 P.M. Fireside Chat: Pennsylvania's Workforce Agenda

This conversation will explore the Commonwealth's workforce priorities, emerging challenges facing employers, and the evolving role of government in supporting talent development and job growth. Attendees will gain firsthand perspective on how public- and private-sector leaders can work together to strengthen Pennsylvania's workforce.

- Nancy Walker, Secretary of the Department of Labor & Industry, Commonwealth of Pennsylvania
- Alex Halper, Senior Vice President of Government Affairs, PA Chamber

3:45 P.M. Event Concludes

ABOUT THE SPEAKERS



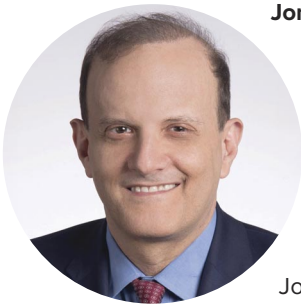
Alex Halper, Senior Vice President, Government Affairs, PA Chamber

Alex Halper serves as Senior Vice President of Government Affairs for the PA Chamber and oversees public policy development, advocacy and outreach, as well as the organization's political efforts. He specifically focuses on labor and employment, education 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, the Pennsylvania Association for Chamber Professionals Board and the Pennsylvania Association for Government Relations Board and was appointed to Gov. Josh Shapiro's Transition Advisory Committee. He regularly speaks to local chambers of commerce, trade associations and employers across the Commonwealth about key legislative issues impacting business and Pennsylvania's overall political landscape.

Alex 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 where he 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 their dog, Kelce.



Jonathan Segal, Partner, Duane Morris LLP

Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the founder of the Duane Morris Institute. The Duane Morris Institute 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.

Previously a litigator, Jonathan's practice now focuses almost entirely on assisting employers meet their business objectives by maximizing legal compliance and managing legal risk with an eye on culture. Jonathan's practice includes:

Counseling, strategic planning, leadership training, and policy development on issues such as: preventing and responding to discrimination, harassment, and retaliation; reasonable accommodations; wage and hour compliance (federal and state); performance management; talent acquisition; and social media.

Agreements, such as: business protection agreements (such as non-competes), confidentiality agreements, employment agreements and independent contractor agreements.

Investigations, such as: providing advice with respect to as well as personally conducting both privileged and non-privileged investigation of EEO and other matters.

Traditional labor, such as: union prevention programs, collective bargaining and contract interpretation.

Privileged audits, such as: wage and hour compliance; pay equity; and identifying legal risks in DEI programs.

Jonathan is the Chair of the Pennsylvania Chamber's Legislative Committee.

Jonathan also is the Legislative Director Pennsylvania State Council of SHRM.

Among other recognitions, Jonathan has been ranked by Chambers USA for 15 consecutive years as a "leading lawyers for business."

Jonathan provides training to federal judges on various employment and leadership issues.

Jonathan also provides training to employers on behalf of the EEOC.

Jonathan has published more than 450 articles on third party platforms including SHRM, Bloomberg, Fortune and HRDive.

Jonathan has been cited as national authority on employment issues in, among others, Law 360, Bloomberg, SHRM, Time, Washington Post, Wall Street Journal, New York Times, Associated Press, Reuters, Philadelphia Inquirer, Philadelphia Business Journal, Forbes and MSNBC..

Jonathan's personal passions include hands-on animal rescue, Holocaust remembrance and psychology. On the fun side, Jonathan remains mad about AMC's *Mad Men* and is fortunate to have Bruce Springsteen as his virtual workout partner. Even so, Nina Simone is Jonathan's favorite musical artist.



Andrew Rogers, Wage and Hour Division Administrator, U.S. Department of Labor

Andrew Rogers was confirmed by the U.S. Senate on October 7, 2025, to be the 20th Administrator of the Wage and Hour Division (WHD) of the Department of Labor—his second stint at WHD.

As the Administrator, Rogers is charged to lead the law enforcement agency responsible for interpreting and implementing federal minimum wage, overtime, and child labor requirements, the Family and Medical Leave Act, the Migrant and Seasonal Agricultural Worker Protection Act, the prevailing wage requirements of the Davis-Bacon and Related Acts, the PUMP for Nursing Mothers Act, several employment standards and worker protections in the nation’s immigration laws, and other statutes. Together, these statutes cover more than 155 million workers at more than 12 million worksites across the United States.

Prior to becoming Administrator, Rogers served as the Acting General Counsel of the U.S. Equal Employment Opportunity Commission from February 2025 to November 2025, where he was responsible for managing and coordinating the agency’s nationwide litigation program and providing overall direction to all components of the Office of General Counsel. Prior to being designated by the President as Acting General Counsel, he served as Chief Counsel and Chief of Staff to the Chair.

During the first Trump Administration, he served as Senior Policy Advisor to the Administrator of the Wage and Hour Division. In this capacity, Rogers focused primarily on regulations and opinion letters.

Before his government service, Rogers represented and counseled clients on all aspects of wage and hour law for 12 years in private practice. He began his legal career clerking for Chief Judge Harvey Bartle III of the U.S. District Court for the Eastern District of Pennsylvania. He earned a B.A. from the University of Virginia with honors and a J.D. from the University of Virginia School of Law.



Glenn Spencer, Sr. 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.



Meg Handley, PhD, BCC, Associate Director of Engineering Leadership and Co-Director of College of Engineering Certified Microcredential, Penn State University

Meg Handley is an Associate Teaching Professor at Penn State University. She directs and teaches in the Engineering Leadership Development Program, where she empowers future engineers with critical leadership, communication, and team-building skills. Her research focuses on leadership development for early-career engineers, experiential learning, and the integration of microcredentials to enhance professional competencies beyond traditional engineering curricula. Meg co-leads the Beyond Engineering Microcredential program at PSU’s College of Engineering, helping students and professionals gain skills identified by industry as important for today’s innovative and rapidly changing workplaces. Through her work, she bridges the gap between technical expertise and human-centered leadership, preparing graduates and professionals to thrive in complex, global environments.



Lauren Holubec, Executive Director, PA Workforce Development Association

Lauren Holubec, Ed.D., is an executive leader in workforce development and education policy, committed to advancing sustainable, equity-driven solutions that align talent development with economic growth. Throughout her career, she has worked at the intersection of workforce systems, education, and policy advocacy, helping organizations and communities design programs that meet evolving labor market demands and drive long-term success.

As the current Executive Director of the Pennsylvania Workforce Development Association (PWDA), Dr. Holubec leads statewide efforts to strengthen Pennsylvania's workforce system through advocacy, capacity building, strategic partnerships, and member engagement. She is passionate about elevating workforce boards, shaping policy at both the state and national levels, and ensuring every Pennsylvanian has access to meaningful career opportunities.



Rick Grimaldi, Partner, Fisher Phillips

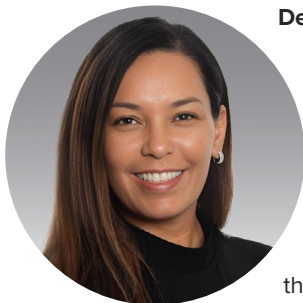
Rick Grimaldi is a partner at Fisher Phillips and an experienced labor and employment lawyer who blends deep legal knowledge with a background in government relations, media, and human resources. A leader within the firm's Labor Relations Practice Group and co-chair of its Government Relations and Reputation & Crisis Management groups, he helps organizations navigate complex workplace challenges with practical, business-focused solutions.

With more than 30 years of experience, Rick has guided employers through high-stakes labor matters, collective bargaining, major employment litigation, and the evolving legal and policy landscape. His prior service as Deputy General Counsel to Pennsylvania Governor Tom Ridge and as Chief Counsel of the Pennsylvania Department of Labor and Industry enhances his ability to advocate before government agencies and counsel clients during sensitive, high-profile situations.

Rick is widely recognized for his ability to translate complex issues into clear, actionable guidance. He frequently works with senior executives and leadership teams to provide hands-on training on workplace strategy, leadership, and best practices. His insights are valued as employers confront rapid technological change, generational shifts, new safety concerns, and increasingly fluid workplace norms.

Rick is the author of FLEX: A Leader's Guide to Staying Nimble and Mastering Transformative Change in the Workplace and Age Appropriate: How to Leverage a Multi-Generational Workforce and Win the Market.

A sought-after national speaker and media commentator, Rick has been featured by outlets including NPR, WCBS-TV (New York), MSN News, Yahoo! News, HR Dive, HR Simple, and The Wharton Business Daily (SiriusXM). He has also been named to The Best Lawyers in America.

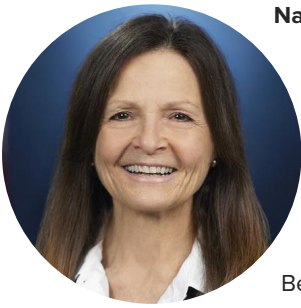


Denise Turley, Vice President, Corporate Systems Company, U.S. Chamber of Commerce

Dr. Denise Turley serves as the Vice President of Corporate Systems at the U.S. Chamber of Commerce, where she spearheads the integration of AI technologies to streamline operations and elevate data driven decisions across the organization.

Denise is a technologist and creative thought leader who bridges the gap between cutting-edge advancements and real-world applications. Her career trajectory has seen her lead transformative projects within major organizations, consistently delivering impactful results. Dr. Turley excels at strategic thinking and thrives in environments where innovation meets execution.

Dr. Turley is not only an accomplished speaker and author but also a recognized figure in executive management, having been named a top voice on LinkedIn. Her contributions to technology and leadership are characterized by a strategic and analytical approach that fosters innovation, mentorship, and inclusivity.



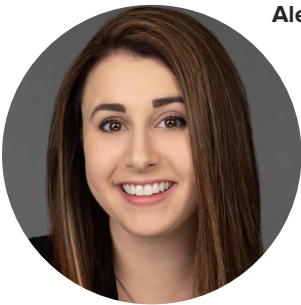
Nancy Walker, Secretary of the Department of Labor & Industry, Commonwealth of Pennsylvania

Nancy A. Walker was confirmed by the Pennsylvania Senate on June 21, 2023 to serve as Secretary of the Department of Labor & Industry under Governor Josh Shapiro. Since accepting the nomination in January 2023, Walker has remained committed to leading the department's efforts to build a resilient Unemployment Compensation (UC) system, prioritizing the enforcement of Pennsylvania's 13 labor laws, and strengthening Pennsylvania's economy by empowering workers to pursue opportunities like apprenticeships that lead to family-sustaining jobs.

Before serving as Labor & Industry Secretary, Walker served as the first Chief Deputy Attorney General of the Pennsylvania Office of Attorney General's newly created Fair Labor Section in 2017. Under Walker's leadership, the Fair Labor Section has worked on behalf of workers and law-abiding employers across Pennsylvania to ensure they are being treated fairly and lawfully and has served as lead counsel in matters of national importance, including lawsuits bringing Administrative Procedure Act challenges to amendments to the tip and joint employer rules, and has led a successful criminal wage and benefit theft investigation resulting in a \$21 million dollar plea deal, the largest case of its kind in the country.

Prior to her appointment as Chief Deputy, Walker focused her private practice on labor and employment law throughout the Northeast and mid-Atlantic regions, in federal and state courts, before administrative agencies, and in arbitration and mediation proceedings. She is licensed to practice before state and federal courts in the Commonwealth of Pennsylvania, is a Fellow of The College of Labor and Employment Lawyers and was a long-time volunteer with the Support Center for Child Advocates.

Walker comes from a family of teachers and steelworkers. She is a graduate of the University of Pittsburgh School of Law.



Alexandra Farone, Shareholder, Employment, Labor, Litigation, and Emerging Technologies, Babst Calland

Alexandra Farone is a shareholder in the Employment and Labor, Litigation, and Emerging Technologies groups of Babst Calland. Ms. Farone has a broad range of experience representing corporate, technology, municipal, and energy clients in all facets of employment law, public and private labor, and complex commercial litigation.



Alex Tarleton, Director of Talent Acquisition, Eurofins

I am a Talent Acquisition Executive Leader with a global recruitment network, originally from Liverpool, England. I began my career in Hong Kong, where I worked in agency recruitment across the insurance, IT, and gambling sectors, gaining international experience in high-pace, competitive markets.

In 2017, I relocated to Lancaster, Pennsylvania, and continued to grow my career in talent acquisition leadership. I earned my MBA from West Chester University in 2024.

Currently, I serve as Director of Talent Acquisition for Eurofins Environment Testing (USA), where I lead a team of 10 high-volume recruitment and administrative professionals, hiring approximately 1,000 employees annually. My focus includes executive search, process improvement, onboarding strategy, and driving strong internal client satisfaction.

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