

REGISTRATION FORM

Name: _____

Company: _____

Mailing Address: _____

Phone: _____

E-mail: _____

- I am a SHRM Member
- I am a Member of _____
local chapter name
- \$100—Regular Registration (LCAHRM Member)
- \$125—Registration (Non-LCAHRM)

SESSION CHOICES

Choose two of the three concurrent sessions listed here:

- A** Personal Liability in the Workplace
- B** When Government Comes Knocking
- C** ADAAA Update

**Concurrent sessions will each be presented twice during the seminar.*

A registration form is required for each attendee.
Please photocopy for multiple registrants and return
the registration form with your check payable to:

LCAHRM

PO Box 8244
Lancaster, PA 17604-8244
Phone: (717) 569-6555

OR register and pay online at:

www.lcahrm.org

**DEADLINE FOR REGISTRATION
IS SEPTEMBER 1, 2010**

LCAHRM
P.O. Box 8244
Lancaster, PA
17601-8244

LANCASTER COUNTY ASSOCIATION FOR HUMAN RESOURCE MANAGEMENT

LEGAL UPDATE SEMINAR

September 14, 2010

AGENDA

- 7:30 – 8:00** Registration/Continental Breakfast
8:00 – 8:15 Welcome/Announcements
8:15 – 10:00 Keynote Address:
Jonathan Segal, Duane Morris
“Triaging Healthcare Reform”
- 9:45 – 10:00** Morning Break
10:15 – 11:45 General Session—Unemployment
Compensation Panel
- 11:45 – 12:45** LUNCH
12:45 – 2:00 Concurrent Sessions—
A, B, C (*Choice of one*)
A. Personal Liability in the Workplace
B. When Government Comes Knocking—
Are you ready for an audit?
C. ADA—What’s New with the
Americans with Disabilities Act?
- 2:00 – 2:15** Afternoon Break
2:15 – 3:30 Concurrent Sessions Repeat—
A, B, C (*Choice of one*)

LOCATION: U 13 Conference and Training Center

GENERAL SESSION

Panel Discussion—Unemployment Compensation

In today’s economic climate, employers are spending more time on unemployment compensation claims than ever before. Navigating the system, responding to requests for information, and preparing for hearings can be challenging. This session is designed to help you understand and demystify the UC system. Our panel for this session will include representatives from all phases of the unemployment compensation system who will provide a brief overview of the system and discuss timely issues common to employers. There will be an opportunity for the audience to present questions prior to the presentations so that the panel can answer them at this seminar.

Denise Kerr, UC Hearing Officer with Adjudication Services, Office of Unemployment Compensation Benefits (OUCB)
Bryan Diehl, Assistant Appeals System Administrator—UC Board of Review

RECERTIFICATION CREDITS

This program is pending approval for credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification, visit the HRCI homepage at www.hrci.org

SESSION TOPICS

Personal and Corporate Liability in the Workplace

Can HR professionals be held personally liable for employment decisions they make? Find out how much exposure to personal liability you have as an HR professional. Corporate liability and how it relates to personal liability will also be addressed.

Jody Shelby Esq., Stevens & Lee
Thomas Martone, Murray Risk Management and Insurance

If the Government Comes Knocking, Will You Be Ready?

We have all heard about the uptick of investigations by government agencies into employer compliance with an increasingly complex web of legal issues. Likely audit candidates include I-9s; H-1B site visits; fair pay; wage & hour issues, including classification of independent contractors; EEOC compliance; and a host of other potential pitfalls. This session is designed to give you real-life, practical insight into what you and your organization should be prepared for, and how to go about doing so.

Becky McClure, Stoudt Advisors
Jim Devine, Devine Law Offices, LLC

ADAAA UPDATE

The ADA Amendment Act of 2008 (ADAAA) both expanded the definition of “disability” and broadened employee protections. Just how have the Amendments to the ADA modified employee rights and employer duties since they went into effect back in January 2009? How does the ADAAA tie into the new FMLA rules, which were also effective in January 2009? This session is intended to support continued learning and focus on the knowledge that has been gained since the implementation of the law. A review of recent cases and judgments will be shared during this session and you will receive tips on how to avoid litigation.

Jeffrey Worley, Gibbel, Kraybill & Hess LLP

Fall Legal Update September 14, 2010

KEYNOTE ADDRESS

TRIAGING HEALTH CARE REFORM

Health care reform is really insurance reform. As a result, many employers do not fully appreciate the burdens that the new law imposes on them. For example, the law imposes a more robust appeals procedure as well as strong anti-retaliation protection. How do you protect an employee’s right of appeal without giving notice to decision makers that may serve as the predicate for a retaliation claim? Also, there are a number of changes that must be made to health plans for plan years beginning on or after September 21, 2010, such as eliminating life-time limits, expanding preventive health services and prohibiting rescission rights. Employers need to make sure these changes are made by the carriers on a timely basis and communicated to the employees properly. Discrimination testing will no longer be limited to self-insured plans, but rather will soon apply to full indemnity plans too, unless your indemnity plan is grandfathered. But if you make changes to the plan to contain costs, you may lose the grandfathering protection in this and other areas. So employers need to be careful not to make precipitous actions. But employers do need to plan for the more onerous mandates that take place in 2014, including penalties for no coverage and other penalties for unaffordable coverage. But employers need to be careful not to scare employees about the potential loss of coverage; fear of losing employer-provided coverage absolutely can and will be a union-organizing issue. Employers must provide unpaid breaks for expressing breast milk under Health Care Reform. Except for when they have to pay for said breaks under state law. These and other issues will be covered in this seminar.

Jonathan A. Segal, Partner, Duane Morris LLP