



# Ishrm professional development event 2021 fall legal update

september 14, 2021  
virtual event

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INSTRUCTOR: E. Joy MCFERREN, SPHR, SHRM-SCP



## The Washington Outlook: The Outlook for Workplace Public Policy

The heart of SHRM's "policy, not politics" mantra is the belief in our ability to find consensus when we bring all sides to the table for critical discussions on issues impacting work, workers and the workplace.

A flurry of legislative and regulatory activity is already shifting the workplace policy landscape, with no signs of slowing down. Get the latest updates about which workplace policies are currently being considered, what to expect in the 117th Congress and administration going forward, and how HR professionals can help shape workplace public policy.



### Lisa Horn

As Vice President, Government Affairs, Lisa oversees SHRM's public policy activities on Capitol Hill and in the federal agencies on issues important to the HR profession. She is responsible for implementing direct lobbying and member advocacy campaigns to influence workplace public policy. As a respected Washington Insider, Lisa has led several employer coalition efforts on key workplace issues.

Since joining SHRM in 2004, Lisa has served as the organization's lobbyist on public policy issues impacting work, workers and the workplace. Prior to joining SHRM, Lisa worked for the U.S. House of Representatives as a staff member to two different Members of Congress. A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Legislature, while completing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln.

## Managing Employees' Social Media Conduct Amidst Political and Social Turmoil

What happens when a company's commitment to DEI clashes with employees' social media conduct? Where is the line between personal speech and workplace monitoring? This session will explore current issues related to personal conduct, social and political issues, and social media, addressing the legal issues involved with both public and private employers. The session will conclude with practical tips to mitigate risks in the workplace.



### Jennifer Craighead Carey

Jennifer is a partner in the Barley Snyder Employment Practice Group and concentrates her practice in the areas of labor and employment law serving as both a counselor and a litigator. In her litigation role, Jennifer has handled cases at both the administrative level and in state and federal court. Jennifer regularly practices before the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission as well as administrative agencies throughout the country, handling all manner of discrimination and retaliation claims. She has obtained summary judgment and successful verdicts on behalf of her employer clients in numerous cases involving discrimination, harassment, and retaliation.

## (Employers) Better Have My Money: Navigating Wage and Hour Issues in the Post-Pandemic Workplace

Administration changes and shifting priorities have resulted in challenges in administering and foreseeing changes in the wage and hour arena. This presentation will address the current wage and hour landscape and priorities under the Biden Administration. This session will provide practical updates concerning PA and federal compensation issues including pending regulations, recent cases, and practice pointers given the ever-changing post-pandemic workplace.



### Theresa A. Mongioli

Theresa is a Principal in Post & Schell's Employment and Labor Practice Group. She concentrates her practice on representing businesses, municipalities, non-profits, and executives in all aspects of the employment relationship. Theresa helps clients with business counseling and disputes, executive compensation and contracts, employee manuals, discipline and termination, workplace investigations, enforcement of restrictive covenants, employee misconduct and theft, policy development and review, and discrimination defense. She also represents clients in business and commercial litigation. Theresa litigates in various administrative agencies including the EEOC and PHRC as well as all state and federal courts in Pennsylvania.



### Angela H. Sanders

Angela is a Principal in Post & Schell's Employment and Labor Practice Group. She provides day-to-day counseling to employers on a wide range of employment topics, including wage and hour issues, FMLA compliance, harassment and discrimination, hiring, employee misconduct, discipline and termination, drug and alcohol abuse, and OSHA compliance. She also assists clients in developing handbooks, employment policies and diversity plans. Angela represents clients in litigation matters before administrative agencies, including the EEOC, PHRC and OSHA, and in both state and federal court.

## Employment Considerations for the (Post?)-COVID-19 Workplace

Employers continue to face novel issues as they navigate the post-COVID-19 (or continuing COVID-19) workplace, including the continuation of remote work programs, employee leaves of absence, vaccination requirements, accommodation requests and general policy enforcement. This session will explore the risks, benefits and best practice considerations associated with a variety of workplace issues as employers navigate the current COVID-19 landscape.



### Jeffrey P. Ouellet

Jeffrey P. Ouellet serves as Appel Yost & Zee's managing partner. He has been practicing for 25 years in Lancaster, Harrisburg and Philadelphia in various practice areas, including business and commercial law. Jeff served as a President of the Lancaster Bar Association in 2015, and he still serves as the Treasurer for the charitable arm of the LBA, the Lancaster Law Foundation. He also serves as the Chair of the LBA's Judiciary Committee which is tasked with evaluating candidates for the local bench. Jeff is an active member of the Lancaster Chamber of Commerce where he serves on the Advocacy Committee, and he is a past Chamber Board member. Jeff practices principally in the areas of estate planning and administration, employment law, business law, commercial litigation and Marcellus shale legal issues.



### David M. Walker

David M. Walker is a partner of Appel, Yost & Zee LLP. David's practice includes a concentration on public sector employment and labor law, including collective bargaining and labor relations. David also maintains a traditional employment practice advising employers on all facets of employment law and employment litigation. David has been recognized as a Super Lawyers Rising Star in 2019, 2020 and 2021. David is an active board member of Leadership Lancaster since 2021 and the Lancaster Symphony Orchestra since 2015. David also serves as a board member of the Court Appointed Special Advocates (CASA) of Lancaster County.