

**March 2025 Breakfast  
Spring Legal Update**

LANCASTER SHRM HUBRIC RESOURCES

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**Welcome New Members and Guests!**

WELCOME

LANCASTER SHRM HUBRIC RESOURCES

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**Vision, Core Values, & Mission**

**“ VISION**  
Advancing human resources in our community  
**”**

**VALUES**  
Passion  
Integrity  
Collaboration  
Growth  
Respect

**“ MISSION**  
Lancaster SHRM serves and elevates Human Resources by developing our members, connecting people, and strengthening our community.  
**”**

LANCASTER SHRM HUBRIC RESOURCES

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### Congratulations!

Laura Bowman, PHR  
Meredith Lengel, SHRM-CP  
Melissa Long, SHRM-CP  
Faith Mendez, SHRM-CP  
Kasey Patterson, SHRM-CP  
Stacey Roschel, SPHR  
Brady Serina, PHR



Kessandra Shambough, SPHR  
Leona Strine, SHRM-CP  
Sarah Trimble, SHRM-CP  
Angela Tyson, SHRM-CP  
Trisha Waters, PHR





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### Upcoming Events

\* Provides pre-approved SHRM and HRCI credits



DATE	EVENT
03/12/2025	Member Orientation (Virtual)
03/13/2025	B.Y.O. Lunch & Learn: New Administration Updates* (Virtual)
03/14/2025	Pathways Training Workshop by Career Ready Lancaster*
03/24-26/2025	SHRM Talent
4/3/2025	Professional Mixer Sponsored by Net at Work
4/10/2025	HR101: OSHA*
4/25/2025	Spring Professional Development Conference*
4/30/2025	Inclusive Leadership Workshop in Partnership with Leadership Lancaster*

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### Member Orientation





Date: March 12th  
Time: 5:30 pm - 6:00 pm

**Virtual!**  
**Register Now**



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# VIRTUAL Lunch & Learn

Bring your lunch and join us for a facilitated discussion on timely topics with experts.



**"You're Fired? Workforce Implications of Trump Administration Executive Orders"**

Attendees will learn about DEI layoffs/buyouts, return to in-person work, pay transparency, wage and hour, harassment and discrimination, and ICE raids, as well as how these changes may impact the private sector.


Bring your lunch and join us for this **FREE** informative event presented by the Government Affairs Committee.

**Mark Your Calendar!**

Join us **VIRTUALLY** on Thursday, March 13, 2025 from 12 pm to 1:15 pm. Register online and simply log in to participate!

LANCASTER **SHRM**  

**Now Virtual!**  
**Register Now**



**HR HUBRIC**  
RESOURCES

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# SHRM TALENT 2025

**MARCH 24-26  
NASHVILLE, TN**

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# LANCASTER **SHRM**

## MEET & network

APRIL 3, 2025 | 4:30PM-5:45PM

Sponsored by **Net@Work**

Ball Hall, Broomall  
7702 New Holland Pike  
Lancaster, PA 17601

**Register Now**



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**HUMAN RESOURCES**

LANCASTER SHRM

**HR101: OSHA**  
It's Not Just a Small Town in Wisconsin by Angela Sanders and Aron Hoffman

**THURSDAY**  
March 13, 2025  
12pm-1:30pm

Workforce Development Board  
3046 Mainline Pike  
Lancaster, PA 17602

Register Now



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**A DAY IN THE LIFE OF HR**  
*Adapting and Succeeding*

Join us for a day of networking, learning and empowerment at the LSHRM Spring Professional Development Conference

**FRIDAY, APRIL 25, 2025**  
7:30 AM- 4:15 PM

Conference and Training Center at IU 13  
1020 New Holland Ave, Lancaster, PA 17601

**REGISTRATION NOW OPEN**

\$175 Member  
\$250 Non-Member  
\$225 At Large Member

SHRM-HRCI Credits: 5.25

**KEYNOTE SPEAKER**

**CHRISTINA BUTLER**  
Speak Training

**LAURA DESS**  
Conrad Siegel

**DONALD GETER**  
Barney Kryster

**STEVE GOBLE**  
Goble Group

**PLUS A PANEL DISCUSSION**  
FEATURING  
Heather Valente  
Stephanie Smith  
Vanessa Philbert

**HUBRIC RESOURCES**

Register Now



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**LANCASTER SHRM**

**WORKSHOP**  
**INCLUSIVE LEADERSHIP**

**THURSDAY**  
APRIL 30, 2025  
05:00 PM - 7:00 PM  
AT THE S. DALE HIGH LEADERSHIP CENTER

**LEADERSHIP LANCASTER**  
Connect. Educate. Inspire.

**REGISTER NOW**

Register Now



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Early Bird Registration  
through March 14  
ONLY \$225

join us for our  
**2025  
LEGAL & LEGISLATIVE  
CONFERENCE**

PA SHRM's Legal & Legislative Conference is  
a first-in-class event for Pennsylvania's  
Human Resources Professionals and anyone  
seeking to stay on top of labor and  
employment law updates.

[www.pashrm.org/legislative-legal-conference.php](http://www.pashrm.org/legislative-legal-conference.php)

**SHRM**  
Pennsylvania  
REGISTRATION OPEN

**THURSDAY**  
May 8, 2025  
7 AM-4 PM  
Penn Harris Hotel  
Camp Hill, PA  
(Evening Welcome Reception May 7)

Register Now



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**ANNUAL  
REMINDER**


Please remember to  
review and update your  
information in your  
Lancaster SHRM account


**LSHRM Profile Information**


To stay current with LSHRM emails and reminders, please update your LSHRM account with **current email addresses** and contact information.

You can also update your employer and certifications!

LANCASTER  
**SHRM**  
SOCIETY OF HUMAN RESOURCES MANAGEMENT







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**LANCASTER  
SHRM**  
SOCIETY OF HUMAN RESOURCES MANAGEMENT

**VOLUNTEERS  
NEEDED!**

**JOIN A COMMITTEE**

Email  
[info@lancastershrm.org](mailto:info@lancastershrm.org)  
to get involved!

**Get Involved!**





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## Membership Renewal









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## Thank you to our sponsors!
























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## 2025 Sponsorship Packages

Let us introduce you to our growing membership

**2025 SPONSORSHIP Business & Marketing Opportunities**

- 450+ members in Lancaster County
- Website linked with logo
- 12+ in-person events
- 40+ abtget brand recognition opportunities









[sponsorship@lanastershm.org](mailto:sponsorship@lanastershm.org)

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Thank you to our Platinum Sponsor!



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Thank you to our Breakfast Sponsor!



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Thank you to our Breakfast Sponsor!



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Thank you to our Breakfast Sponsor!



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**Spring Legal Update**  
Lancaster Society for  
Human Resources Management

Michal Saul  
Gregory Shultz  
McNees Wallace & Martick, LLC  
570 Launch Lane, Suite 200  
Lancaster PA 17601

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**Agenda**



- Case Law Developments
- Trump 2.0 for HR Pros
- Tension Between State and Federal Policy – Areas to Monitor
- Navigating the Brave New World of Artificial Intelligence

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### Case Law Developments

- *Muldrow v. City of St. Louis* - SCOTUS
- Plaintiff's initial burden under title VII
  - Member of a protected class
  - Subjected to adverse employment action
  - Qualified for the position
  - Similarly situated employees treated more favorably
- How adverse must the employment action be?
  - Pre-Muldrow
  - Post-Muldrow
- Takeaways:
  - Newline is drawn (sort of)
  - Consider all impacts of employment actions



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### Case Law Developments

- *Loper Bright Enterprises v. Raimondo* - SCOTUS
  - What was Chevron Deference?
  - What did the Court replace it with in *Loper Bright*?
  - Why should you care?
  - Takeaways:
    - Potentially wide-ranging impact on federal agencies
    - Longer-term consistency to come?
- *EMDSales, Inc. v. Carrera* - SCOTUS
  - FLSA exempt status dispute regarding employee classification as exempt from minimum wage/OT
  - What is the standard applicable to an employer's burden of proof?
  - Takeaway:
    - Evaluate whether your exemption decisions can meet the standard

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### Case Law Developments

- *Lackey v. Stinnie* - SCOTUS
  - Not an employment law case but...
  - 42 USC 1981
    - How is this different from Title VII?
  - Takeaway:
    - Prevailing party in certain civil rights suits get attorneys fees only if they prevail on the merits by obtaining enduring relief
- *Stanley v. City of Sanford* – SCOTUS (One to Watch)
  - ADA case
  - Do retirees have standing to sue under the ADA
  - Why should you care?

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### Trump 2.0 for HR Pros

- Executive Orders
  - Ending Radical and Wasteful Government DEI Programs and Preferencing Executive Order
    - **Applicable to federal government**
    - **What does it do?**
  - Ending Illegal Discrimination and Restoring Merit-Based Opportunity Order
    - **Federal contractor implications**
    - **Private sector employer implications**
  - Next steps for employers in light of these Executive Orders?



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### Trump 2.0 for HR Pros

- Impact on Federal Agencies
  - EEOC
  - Department of Labor
  - National Labor Relations Board
- Impact on Other Federal Law Employment Practices
  - I-9/Immigration
  - Minimum Wage/Overtime
  - Employment and payroll taxes



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### Trump 2.0 for HR Pros

- Impact on Federal Agencies
  - EEOC
  - Department of Labor
  - National Labor Relations Board
- Impact on Other Federal Law Employment Practices
  - I-9/Immigration
  - Minimum Wage/Overtime
  - Employment and payroll taxes



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### Tensions Between State and Federal Policy

- Noncompete Agreements (cont.)
  - Last year, PA banned non-competes for medical practitioners (more than one year), with some exceptions.
  - We expect that federal efforts to ban will slow, while PA's efforts may continue
  - Not much traction on other restrictive covenants.

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### Tensions Between State and Federal Policy

- Wage and Hour
  - In 8 states and 47 cities, minimum wage will reach \$15.00 per hour in 2025 for some or all employees.
    - **MD, DE, NJ, and NY are at least \$15/hour**
  - Federal minimum wage has not increased in almost 15 years.
  - Gov. Shapiro is pushing for an increase in PA.

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### Tensions Between State and Federal Policy

- Wage and Hour
  - As of July 1, 2024, the white-collar salary threshold increased to \$844 per week (or \$43,888 annually).
    - **Previously \$684 per week (\$35,568 annually).**
  - Supposed to increase to \$1,128 per week by January 1, 2025
    - **A federal court struck this down**
  - State exemption
    - **\$875 per week (\$45,500 annually).**

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### Tensions Between State and Federal Policy

- DEI
  - Pennsylvania response to federal DEI executive orders in coming?
  - Pushback from removals
    - University of Pennsylvania
    - Pennsylvania National Guard

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### Navigating the Brave New World of Artificial Intelligence

- Where does liability fall?
- Potential concerns
  - Age
  - Disability
  - Race
  - Data privacy



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### Navigating the Brave New World of Artificial Intelligence

- Recommendations
  - Human judgment checkpoints
  - Audits
  - Communication with vendors
  - Have a policy
  - Provide training
  - Contracts

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## QUESTIONS?



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## Thank you to our sponsors!




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## Closing Announcements

Thank you for joining us!  
Please don't forget:



- ① Renew Membership
- ① Invite new members/guests
- ① Post Program Survey
- ① Take credit certificate
- ① Return nametag
- ① Check your email settings to be able to receive our emails!




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