

# 2019 Indiana County Area SHRM Biennial Conference



October 18, 2019

8:00 a.m. - 5:00 p.m.

Rustic Lodge

2199 Oakland Avenue

Indiana, PA 15701



Presented by



The employment and labor law attorneys of Chartwell Law provide consultation and litigation services from experienced litigators, all of whom have practical employee relations and management experience with an understanding of the needs of employers.

7:30 a.m. Registration and Breakfast

## Keynote Address

### Cherry on Top

*Presented by: Steve Gilliland, Hall of Fame Speaker & Accomplished Author*

We all have different measures and definitions of what it means to be successful, and no one definition is right or wrong. We're all familiar with the common success factors; however, the number one thing you can do to ensure success personally and professionally is to add value. This program is about how to develop and deliver value in everything you do. Organizations with great cultures add value to their people, their products and their services.

### Knowing Yourself . . . Becoming Yourself

*Presented by: Dr. Linda Eagle, President & Co-founder of Global Bankers Institute*

Stop sabotaging your own success by listening to advice that has you following building relationships and communicating like someone else. Learn to understand your strengths and challenges, build strong, lasting trust relationships, and communicate like leaders – with power, confidence and authenticity. Find yourself, set your goals, and develop your future YOU!

### Employment Case Law Update

*Presented by: Andrew B. Klaber, Esquire*

The law is ever changing. With each new decision the specific rules, requirements, and burdens on employers may change. For this reason, it is crucial that managers and supervisors stay up-to-date on recent changes in employment and workers' compensation law. This discussion will review the most impactful decisions in the past year, with a focus on day-to-day application for managers and supervisors.

### Medical Marijuana / Weed in the Workplace *(break-out option 1)*

*Presented by: Robert J. Baker, Esquire & Thomas F. Gallagher, Esquire*

Medical marijuana is legal in Pennsylvania, despite ongoing prohibition under Federal law. Because the law is still relatively young, employers must grapple with this conflict in absence of clear guidance from the courts. From hiring to termination, accommodations, and best practices, this discussion will analyze issues employers face with respect to medical marijuana.

### Social Media *(break-out option 2)*

*Presented by: Joshua A. Gray, Esquire & Jonathan P. Spadea, Esquire*

Social media has a large presence in everyday life. Employers and employees use social media in virtually all aspects of life. For this reason, it is crucial to understand the developments of permissible, and possibly protected employee comments, in comparison to comments that an employer can address when the media impacts the business.

### Interaction Between Workers' Compensation and Employment Law

*Presented by: Robert J. Baker, Esquire & Joshua A. Gray, Esquire*

Despite a separate arena to address workers' compensation claims, no injury occurs in a vacuum. This discussion will review the interplay between six major employment laws and the administration of a Pennsylvania Workers' Compensation claim:

Unemployment Compensation; the Americans with Disability Act; the Family Medical Leave Act; Title VII of the Civil Rights Act of 1965; COBRA; and the Affordable Care Act. The goal is to provide employers and managers the tools they need to navigate all aspects of a claim.

### Texting/Distracted Driving and Workers' Compensation

*Presented by: Jonathan P. Spadea, Esquire*

According to the National Safety Council, one out of every four motor vehicle accidents is caused by "texting and driving." As cell phones become more and more ingrained in modern life, these numbers are sure to rise. This is poised to have a drastic impact on employers. This discussion will review workers' compensation considerations, civil liability, and recommendations for all employers who deal with this issue.

### What's Your HR Personality?

*Presented by: Leadership Arts Associates*

It is safe to say that not all HR Practitioners are equal. We all come to the industry with our unique skills and abilities that impact the way we choose to approach HR strategy within our organizations. Our approach is our HR Personality and there are at least four that are common amongst practitioners - what's yours?

5:00 p.m. Closing Remarks

# 2019 Indiana County Area SHRM Biennial Conference

## Registration Fees:

*Students*  
\$25.00  
*ICASHRM Chapter Members*  
\$60.00\*  
*Indiana County Chamber of Commerce Members*  
*Local SHRM Chapter Affiliates*  
\$80.00\*  
*All Other Attendees*  
\$100.00\*

\*Early Bird Registration before **July 31** receive \$10 off.

You must register by **October 4**.

For Companies sending five (5) or more attendees, chapter member pricing will be granted for all.

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## Payment Methods:

Make check payable to Indiana County Area SHRM or pay online via Paypal:

[PayPal.Me/ICASHRM](https://www.paypal.com/ICASHRM)

Questions can be directed to:  
[ICASHRM\\_BOD@googlegroup.com](mailto:ICASHRM_BOD@googlegroup.com)

Mail registration form to:  
P.O. Box 1252  
Indiana, PA 15701

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Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name and Address:

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\_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

T-shirt Size: \_\_\_\_\_

Email: \_\_\_\_\_

If available, I am interested in receiving CLE credits.

There are five (5) attending from my company.

I have a food allergy: \_\_\_\_\_