DEAR COLLEAGUES:

Welcome to Washington, D.C., and the SHRM 2015 Employment Law & Legislative Conference. We are pleased you have joined us to discover what’s next in the complex world of workplace law and regulation, and to chart our course ahead.

Take even a quick glance at today’s headlines or the latest developments out of Washington, and you can see how much they impact HR. Jobs, health care, paid leave and wages are only a few issues now being discussed at the top echelons of business and government that affect our jobs on a daily basis.

This is why, as a profession, we must be informed about what is happening in the halls of power—in the Capitol, government agencies, statehouses and courtrooms across the country. We must also ensure HR’s voice is heard on the issues that impact our workplaces and workforces. This conference has been designed to help you learn more and help us shape the debate.

You can be assured that SHRM stays current on the legislative and regulatory landscape that affects your business, and works year-round on behalf of the HR profession in Washington. There is also a role for you to play as an HR advocate. Together, we can make policymakers, lawmakers and regulators aware of the people concerns facing our organizations and the HR profession.

Thank you again for choosing SHRM for your professional development and success.

I wish you a great conference.

Sincerely,

Hank Jackson, CPA
President & CEO
Society for Human Resource Management
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The statements, views and opinions expressed in the educational programs offered at the SHRM 2015 Employment Law & Legislative Conference are those of the speakers, not of SHRM, and do not necessarily reflect the views and opinions held by SHRM or its affiliates.
## CONFERENCE AT A GLANCE*

### SUNDAY, MARCH 22

#### PRECONFERENCE PROGRAMS

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m. – 5:00 p.m.</td>
<td>HR’s Role in Creating a Culture of Ethics** Provided in Logistics Letter</td>
<td>Renaissance Ballroom East</td>
</tr>
<tr>
<td>4:00 p.m. – 6:00 p.m.</td>
<td>Advocacy Boot Camp**</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>1:00 p.m. – 6:00 p.m.</td>
<td>Registration &amp; SHRMStore Open</td>
<td>Grand Ballroom Foyer</td>
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### MONDAY, MARCH 23

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00 a.m. – 5:00 p.m.</td>
<td>Capitol Hill Visits Desk Open</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>7:00 a.m. – 5:00 p.m.</td>
<td>Registration &amp; SHRMStore Open</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>8:00 a.m. – 10:00 a.m.</td>
<td>Welcome Breakfast &amp; Washington Outlook Featuring SHRM CEO Hank Jackson and Michael P. Aitken</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>10:00 a.m. – 10:15 a.m.</td>
<td>Concurrent Sessions</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>10:15 a.m. – 11:45 a.m.</td>
<td>Luncheon &amp; General Session Featuring Chuck Todd</td>
<td>See pages 11-12 for locations</td>
</tr>
<tr>
<td>Noon – 1:30 p.m.</td>
<td>Coffee Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>1:45 p.m. – 3:15 p.m.</td>
<td>Concurrent Sessions</td>
<td>See page 12 for locations</td>
</tr>
<tr>
<td>3:15 p.m. – 3:45 p.m.</td>
<td>Coffee Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>3:45 p.m. – 5:15 p.m.</td>
<td>Concurrent Sessions</td>
<td>National Museum of Natural History</td>
</tr>
<tr>
<td>6:30 p.m. – 8:30 p.m.</td>
<td>Welcome Reception</td>
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</table>

### TUESDAY, MARCH 24

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 a.m. – 5:00 p.m.</td>
<td>Capitol Hill Visits Desk Open</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>7:00 a.m. – 5:30 p.m.</td>
<td>Registration Open</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>7:00 a.m. – 6:00 p.m.</td>
<td>SHRMStore Open</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>8:00 a.m. – 9:00 a.m.</td>
<td>Breakfast &amp; General Session Featuring Sallie Krawcheck</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>9:00 a.m. – 9:30 a.m.</td>
<td>Meet and Greet with Sallie Krawcheck</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>9:15 a.m. – 10:45 a.m.</td>
<td>Concurrent Sessions</td>
<td>See pages 13-14 for locations</td>
</tr>
<tr>
<td>10:45 a.m. – 11:00 a.m.</td>
<td>Coffee Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>11:00 a.m. – 12:15 p.m.</td>
<td>Concurrent Sessions</td>
<td>See page 14 for locations</td>
</tr>
<tr>
<td>12:30 p.m. – 2:00 p.m.</td>
<td>Coffee Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>2:00 p.m. – 2:15 p.m.</td>
<td>Concurrent Sessions</td>
<td>See page 15 for locations</td>
</tr>
<tr>
<td>2:15 p.m. – 3:45 p.m.</td>
<td>Coffee Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>3:45 p.m. – 4:00 p.m.</td>
<td>Break</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>4:00 p.m. – 5:30 p.m.</td>
<td>Closing General Session Featuring Dan Abrams</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>5:30 p.m. – 6:00 p.m.</td>
<td>Book Signing with Dan Abrams</td>
<td>SHRMStore, Grand Ballroom Foyer</td>
</tr>
<tr>
<td>6:00 p.m. – 7:30 p.m.</td>
<td>A-Team Networking Event</td>
<td>Penn Quarter Room</td>
</tr>
<tr>
<td>7:00 p.m.</td>
<td>Meet to Eat</td>
<td>Area Restaurants</td>
</tr>
</tbody>
</table>

### WEDNESDAY, MARCH 25

#### ADVOCACY DAY**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:45 a.m. – 7:00 a.m.</td>
<td>Capitol Hill Visits Desk Open</td>
<td>9th &amp; K Street Foyer (Lobby Level)</td>
</tr>
<tr>
<td>7:00 a.m.</td>
<td>Shuttle Service to Capitol Hill</td>
<td>9th &amp; K Street Foyer (Lobby Level)</td>
</tr>
<tr>
<td>8:00 a.m. – 9:00 a.m.</td>
<td>Breakfast Program</td>
<td>Russell Senate Caucus Room 325</td>
</tr>
<tr>
<td>9:30 a.m. – 2:00 p.m.</td>
<td>Capitol Hill Appointments</td>
<td>Offices of Members of Congress</td>
</tr>
</tbody>
</table>

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*Schedule subject to change.

**Pre-registration for these programs was required.
★ HOTEL MAP ★

BALLROOM LEVEL

MEETING ROOM LEVEL

★ LOCATION KEY ★

- Concurrent Sessions
- SHRMStore & Registration
- General Sessions
This year’s sessions focus on the most important topics in employment law and legislative issues, including social media, the Supreme Court, health care reform, background checks, immigration, the NLRB, workplace flexibility and California-specific law.

Descriptions include information to help you choose sessions based on your experience and tenure in HR. Each description indicates competencies and the intended audience level to help you select the best curriculum for your needs.

★ SHRM COMPETENCIES ★

To help you decide which sessions will suit you best, our listings now include the HR competencies covered in that session. The SHRM Competency Model comprises nine primary competencies:

**BUSINESS ACUMEN**
Understand and apply information to contribute to the organization’s strategic plan

**COMMUNICATION**
Effectively exchange information with stakeholders

**CONSULTATION**
Provide guidance to organizational stakeholders

**CRITICAL EVALUATION**
Interpret information to make business decisions and recommendations

**GLOBAL & CULTURAL EFFECTIVENESS**
Value and consider the perspectives and backgrounds of all parties

**ETHICAL PRACTICE**
Support and uphold the values of the organization while mitigating risk

**HR EXPERTISE**
Apply the principles and practices of human resource management to contribute to the success of the business

**LEADERSHIP & NAVIGATION**
Direct and contribute to initiatives and processes within the organization

**RELATIONSHIP MANAGEMENT**
Manage interactions to provide service and support to the organization

★ ABOUT THE PROGRAM ★
The intended audience information below maps to the same intended audience information used in the SHRM Competency Model and can be used as a guide to help you select sessions based on where you are in your career.

When selecting sessions using the intended audience information, we recommend that you consider sessions that may stretch your professional development as well as those that will help you revisit basics.

★ EARLY-CAREER ★
• Is a specialist in a specific support function or a generalist with limited experience
• Typically has 0–2 years of HR experience
• Holds a formal title such as, but not limited to, HR assistant, junior recruiter or benefits clerk

★ MID-LEVEL ★
• Is a generalist or senior specialist
• Typically has 3–7 years of HR experience
• Manages projects or program
• Holds a formal title such as, but not limited to, HR manager, generalist or senior specialist

★ SENIOR-LEVEL ★
• Is a very experienced generalist or specialist
• Typically has 8–14 years of HR experience
• Holds a formal title such as, but not limited to, senior manager, director or principal

★ EXECUTIVE-LEVEL ★
• Usually one of the most senior leaders in HR
• Typically has 15 or more years of experience
• Holds the top HR job or VP role in the organization

Recertification
All sessions at the SHRM 2015 Employment Law & Legislative Conference, including the Capitol Hill visits, count toward your SHRM-CP or SHRM-SCP recertification requirements.
Our keynote speakers will help change your outlook, open your mind to new ideas and advance your career.

MONDAY, MARCH 23
8:00 a.m. – 10:00 a.m.

WELCOME BREAKFAST & WASHINGTON OUTLOOK FEATURING SHRM CEO HANK JACKSON AND MICHAEL P. AITKEN

Location: Grand Ballroom

The Washington Outlook: The Impact of the 114th Congress on HR’s Public Policy Agenda

The results of the November elections have provided a new energy to the HR public policy agenda. Key issues include tax reform, the Affordable Care Act, new workplace flexibility options and more. This session will focus on the HR-related legislative issues expected to be considered by the 114th Congress and will provide an up-to-date discussion on current federal regulatory activity.

ABOUT MICHAEL P. AITKEN

Aitken currently serves as SHRM’s vice president of Government Affairs. Prior to joining SHRM, he served for 14 years as associate director for Governmental and External Relations at the College and University Professional Association for Human Resources (CUPA-HR). Aitken is a leading authority on workplace issues.

Noon – 1:30 p.m.

LUNCHEON & GENERAL SESSION FEATURING CHUCK TODD
Host of “Meet the Press” and NBC News Political Director

Location: Grand Ballroom

The Current Political Landscape – An Insider’s Perspective

Through firsthand experience as a journalist and seasoned media veteran, Todd will provide an original perspective on the Obama administration and offer insights on the full spectrum of government and political issues.

ABOUT CHUCK TODD

Todd, NBC News’ political director and host of “Meet the Press,” is one of Washington’s foremost experts on political campaigns at all levels. Previously the network’s chief White House correspondent and host of “The Daily Rundown,” Todd is a sought-after voice in American political coverage.
TUESDAY, MARCH 24

8:00 a.m. – 9:00 a.m.

BREAKFAST & GENERAL SESSION FEATURING SALLIE KRAWCHECK
Owner, Ellevate

Location: Grand Ballroom

Leadership Lessons Learned from Working with Financial Services CEOs in the Best and Toughest of Times

Krawcheck has been on the front lines of financial services for more than two decades. Offering sharp insight laced with humor, she will share important lessons in leadership, particularly leadership under fire.

ABOUT SALLIE KRAWCHECK
Krawcheck is the owner of Ellevate, a leading professional women’s networking organization committed to the economic empowerment of women globally. A perennial on Fortune magazine’s “Most Powerful Women” lists, she was also one of Time magazine’s “Global Business Influentials,” CNBC’s “Business Leader of the Future” and one of Fast Company magazine’s “100 Most Creative People in Business.”

12:30 p.m. – 2:00 p.m.

LUNCHEON & GENERAL SESSION FEATURING DR. DAVID WEIL
Administrator of Wage and Hour Division, U.S. Department of Labor

Location: Grand Ballroom

The DOL’s Top Priorities for 2015

During this session, you will have an exceptional opportunity to hear directly from one of the nation’s top officials on workplace policy as he highlights the DOL’s Wage and Hour Division priorities, including recent changes to the Family and Medical Leave Act, focus on the Fair Labor Standards Act, and the agency’s enforcement strategy.

ABOUT DR. DAVID WEIL
Dr. Weil was sworn in as the administrator of the Wage and Hour Division on May 5, 2014. He is an internationally recognized expert in public and labor market policy, regulatory performance, industrial and labor relations, transparency policy, and supply-chain restructuring and its effects.

4:00 p.m. – 5:30 p.m.

CLOSING GENERAL SESSION FEATURING DAN ABRAMS
Legal Analyst for ABC News; CEO, Abrams Research; and Founder/Publisher, Mediaite.com

Location: Grand Ballroom

On the Law and In the News

From today’s biggest trials and headlines to President Obama and his relationship with the courts, Abrams will provide insightful analysis on current events, the law and the highest-profile cases gaining media attention.

ABOUT DAN ABRAMS
Abrams is CEO of Abrams Research and founder/publisher of Mediaite.com, a website for news, information and opinions. He is a legal analyst for ABC News, where his duties include anchor/chief legal affairs anchor for “Nightline” and substitute anchor for “Good Morning America.”
SUNDAY, MARCH 22
1:00 p.m. – 6:00 p.m.
Registration & SHRMStore Open
Location: Grand Ballroom Foyer

★ PRECONFERENCE PROGRAMS ★

8:30 a.m. – 5:00 p.m.

HR’s Role in Creating a Culture of Ethics*
Competencies: Communication, Consultation, Ethical Practice
Intended Audience: Midlevel
Location: Provided in Logistics Letter
HR leaders are central to creating and supporting a culture of ethical behavior in organizations. This includes providing clarity around values and a code of conduct, coaching leaders to set and model ethical behaviors, developing processes that support ethical behavior, identifying behaviors that don’t align with core values, and communicating expectations and legal requirements in a global organization. This seminar will include sample scenarios that challenge participants, activities that highlight key processes to implement across an organization and case studies that allow participants to practice coaching business leaders.
Presenter: Nancy Volpe, owner, Center for People Solutions, Grand Rapids, Mich.

4:00 p.m. – 6:00 p.m.

Advocacy Boot Camp*
Competencies: Business Acumen, Communication, Relationship Management
Intended Audience: Advocacy Day Participants
Location: Renaissance Ballroom East
This boot camp will prepare attendees who will be meeting with congressional representatives during Advocacy Day by providing talking points and how-to strategies so that you can effectively communicate your views on legislative issues. First-time attendees participating in the Capitol Hill visits are strongly encouraged to attend this session, which will also include a congressional meeting role-play to prepare you for successful advocacy meetings. Both SHRM and CFGI staff members will be on hand to provide tips and answer questions.
*Pre-registration was required.

MONDAY, MARCH 23
7:00 a.m. – 5:00 p.m.
Capitol Hill Visits Desk Open
Sponsored by Ryan
Location: Grand Ballroom Foyer
Sign up for or confirm your participation in the Capitol Hill visits taking place on Wednesday, March 25. You must be pre-registered for the Capitol Hill visits.

7:00 a.m. – 5:00 p.m.
Registration & SHRMStore Open
Location: Grand Ballroom Foyer

8:00 a.m. – 10:00 a.m.

WELCOME BREAKFAST & WASHINGTON OUTLOOK FEATURING SHRM CEO HANK JACKSON AND MICHAEL P. AITKEN
Location: Grand Ballroom
See page 8 for description.

10:00 a.m. – 10:15 a.m.
Break
Location: Grand Ballroom Foyer

★ CONCURRENT SESSIONS ★

10:15 a.m. – 11:45 a.m.

The NLRB: New Relevance and New Challenges
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Congressional A
Workplace Application: You will gain an understanding of the emerging legal trends coming from the NLRB, including how the Board is scrutinizing employer handbooks. The National Labor Relations Board (NLRB) has been aggressive in promoting union-friendly policies during the Obama administration, but its world was turned upside down by the U.S. Supreme Court’s June 2014 decision in Noel Canning, which invalidated three recent appointments to the Board and scores of recent actions. Now the Board is rehearing and reprocessing many old cases. So what’s the latest on the Board’s proposed rule allowing for speedier union elections? Or decisions related to the rights of employees to use work e-mail to organize a union? Social media policies? The definition of “employer” for the purpose of labor rules? This session will answer these pivotal questions.
Social Media: Risky Business of Risk Aversion
Competencies: Business Acumen, Communication
Intended Audience: Senior-Level
Location: Mount Vernon Square
Workplace Application: You will learn how to use social media appropriately in hiring decisions and investigations while staying in compliance with FTC and NLRB requirements. Businessespeople tend to see the opportunities that social media creates for them, while lawyers see the risks. The correct approach is to neither ignore the risks nor be paralyzed by them, but to navigate them. You will get an overview of how you can appropriately use social media in hiring decisions and investigations while staying in compliance with Federal Trade Commission (FTC) requirements, and will explore how social media can help market your brand, products and services. Particular attention will be paid to the possible terms of a social media policy, where NLRB decisions loom large. You will learn practical solutions that minimize (but don’t eliminate) the risks so you can still run your business without ending up in the NLRB’s cross hairs. Finally, you will explore the benefits and risks of friending, linking in and tweeting.

How to Successfully Attract, Employ and Retain People with Disabilities
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Congressional C
Workplace Application: You will learn the implications of and best practices for successfully attracting, employing and retaining people with disabilities.
Between the business imperative of the potential, productivity and profitability of employing people with disabilities and the ongoing compliance issues of the ADA, OFCCP regulations (for U.S. federal contractors) and USERRA (when considering veterans with service-related disabilities), this is a workforce segment not to ignore. This session will address all of these issues and opportunities from the standpoint of practical workplace applications, strategies and solutions deemed best practices by today’s leading corporations.
Presenter: Nadine Vogel, founder and president, Springboard Consulting, LLC, Richmond, Va.

The Supreme Court Speaks … Are You Listening?
Competencies: Business Acumen, HR Expertise
Intended Audience: Senior-Level
Location: Congressional B
Workplace Application: You will gain a thorough understanding of the most important labor and employment-related decisions from the Supreme Court and what you need to do to protect yourself from legal liability.
With each ruling, the U.S. Supreme Court is permanently shaping federal employment law principles. This session will examine key employment law decisions from the last few terms—focusing on the facts of each case, the court’s rationale, the long-term implications and how the decision will impact the employer community. This session will also include a review of pending cases for the upcoming term.

Moving Forward on Immigration: How the President’s Historic Actions Impact You
Competencies: Critical Evaluation, HR Expertise
Intended Audience: Midlevel
Location: Congressional B
Workplace Application: You will learn about how the President’s executive actions on immigration will affect your workforce and compliance strategies.
President Obama has issued orders that will roil the immigration landscape throughout 2015. Join leading immigration experts who will discuss the most pertinent issues for you, including new work authorization for some undocumented workers, policy and processing changes impacting high-skilled workers and students, and I-9 compliance challenges presented by this fast-changing landscape. This session will help keep you up-to-date and in compliance with the latest immigration changes.

Why Mediate When We’ve Done Nothing Wrong?
Competencies: Business Acumen, Communication
Intended Audience: Senior-Level
Location: Congressional A
Workplace Application: You will learn why participating in mediation of EEOC charges and will outline what to expect in the mediation process. Tips will be shared on maximizing the benefits that mediation has to offer—even if the organization does not pay a dime. Come learn what you may be missing when you say no to mediation, including important information that could save you significant time and money later.
Presenter: Whitney Warner, attorney, Moody & Warner, P.C., Albuquerque, N.M.

Extreme Caution Advised: Dealing with Federal and State Laws Regulating Pre-Employment Screening
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Mount Vernon Square
Workplace Application: You will receive updates on federal and state laws, lawsuits and regulations related to pre-employment screening background checks.

LUNCHEON & GENERAL SESSION
FEATURING CHUCK TODD
Location: Grand Ballroom
See page 8 for description.
What Employers Can Expect When Their Employees Are Expecting
Competencies: Business Acumen, HR Expertise
Intended Audience: Senior-Level
Location: Congressional C
Workplace Application: You will learn best practices and tools for avoiding liability for sex, pregnancy and caregiver discrimination under Title VII, the ACA, the FMLA, the ADA and other laws. This session will cover your obligations to pregnant and nursing employees under the Patient Protection and Affordable Care Act, the Pregnancy Discrimination Act, Title VII, the FMLA, and the ADA, as well as other leave issues relating to pregnancy, maternity leave and paternity leave. Recent and upcoming Supreme Court decisions concerning women in the workplace and the post-decision landscape will also be discussed.
Presenter: Courtney Perez, senior associate, Carter Scholer Arnett Hamada & Mohler PLLC, Dallas, Texas
3:15 p.m. – 3:45 p.m.

Coffee Break
Sponsored by sourcecast
Location: Grand Ballroom Foyer

★ CONCURRENT SESSIONS ★

Employee Handbooks: Read 'Em and Weep?
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Congressional B
Workplace Application: You will learn tips for creating and updating policies that reduce liability and balance the rights and responsibilities of both employees and employers. From wage and hour administration, to bullying, civility and harassment prevention, to corrective action, to dress codes, to at-will employment and more, employers’ policies are being challenged and evaluated by the Department of Labor, the EEOC, the NLRB, the Consumer Financial Protection Bureau and OSHA, to name just a few. This session will discuss some of the most common pitfalls and proactive practices you need to know when updating employee handbooks.
Presenter: Christine Walters, SHRM-SCP, independent consultant & author, FiveL Company, Westminster, Md.

The Anatomy of an Advocacy Effort
Competencies: Business Acumen, Communication, HR Expertise

The Implications of Changes to the Fair Labor Standards Act
Competencies: Critical Evaluation, HR Expertise
Intended Audience: Midlevel
Location: Mount Vernon Square
Workplace Application: You will learn how to review time and payroll records to uncover potential wage and hour violations and will explore the Department of Labor’s potential revisions to the FLSA. The U.S. Department of Labor’s plans to revise the Fair Labor Standards Act (FLSA) overtime exemptions will affect nearly all employers. Former U.S. DOL Wage and Hour Administrator Tammy McCutchen, who was the principal drafter of the regulations the last time they were overhauled, will describe where the nation’s overtime laws are headed. How might the salary test change? What happens to the duties test? Which industries will be most affected? McCutchen will prepare you for the FLSA’s overtime provisions.
Presenter: Tammy McCutchen, shareholder, Littler Mendelson, P.C., Washington, D.C.
All Politics Is Local: State Law Trends
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Congressional A
Workplace Application: You will review state and local employment laws from an HR perspective and will receive recommendations to increase your effectiveness in terms of grassroots advocacy. A large amount of employment law action is taking place at the state and local level. This session focuses on state law trends, including bills that would make additional states right-to-work states; restrict employers’ rights to access social media sites; allow employees to bring background checks; expand the groups protected against discrimination; and provide paid and unpaid leave. You will review current bills from an HR perspective and receive 10 recommendations to increase your effectiveness in terms of grassroots advocacy.
6:30 p.m. – 8:30 p.m.
Welcome Reception
Location: National Museum of Natural History
See page 17 for more information.
**DAILY SCHEDULE**

This reception is made possible in part by support from Littler Employment & Labor Law Solutions Worldwide® and Littler Workplace Policy Institute®.

**TUESDAY, MARCH 24**

7:00 a.m. – 5:00 p.m.

Capitol Hill Visits Desk Open
Location: Grand Ballroom Foyer
7:00 a.m. – 5:30 p.m.

Registration Open
Location: Grand Ballroom Foyer
7:00 a.m. – 6:00 p.m.

SHRMStore Open
Location: Grand Ballroom Foyer
8:00 a.m. – 9:00 a.m.

**BREAKFAST & GENERAL SESSION FEATURING SALLIE KRAWCHECK**
Location: Grand Ballroom
See page 9 for description.

9:00 a.m. – 9:30 a.m.

Meet and Greet with Sallie Krawcheck
Location: Grand Ballroom Foyer
See page 17 for more information.

**★ CONCURRENT SESSIONS ★**

9:15 a.m. – 10:45 a.m.

**When Enough Is (Not) Enough: Today’s Legal Landscape in Workplace Flexibility**
Competencies: Business Acumen, Consultation
Intended Audience: Midlevel
Location: Mount Vernon Square
Workplace Application: You will gain an understanding of current trends in workplace flexibility initiatives as well as what’s on the legislative agenda.

This session goes beyond basic compliance with the ADA, the FMLA, USERRA and other leave laws to explore:
- Proactive practices you can implement.
- Actions you can take without running afoul of federal or state laws or regulations.
- Current trends and practices for providing employees with workplace flexibility, while still balancing the needs and demands of maintaining business operations.
- The latest trends and pitfalls to avoid in developing, implementing and overseeing workplace flexibility strategies, programs and practices.

Presenter: Christine Walters, SHRM-SCP, independent consultant & author, Fivel Company, Westminster, Md.

**Red and Watery Eyes, Slurred Speech, Dorito Crumbs and Other Red Flags: New Legal Challenges to Drug and Alcohol Testing**
Competencies: Business Acumen, HR Expertise
Intended Audience: Midlevel
Location: Congressional A
Workplace Application: You will review trends in drug and alcohol testing and learn steps you can take to keep your workplace safe.

With the legalization of recreational use of marijuana in four states, the move to decriminalize marijuana in others and the widespread acceptance of medical marijuana, you are faced with new challenges to drug testing and workplace safety policy enforcement. Additionally, the misuse of prescription drugs and alcohol continues to account for workplace accidents and injuries, as well as attendance and job performance problems. Federal and state discrimination and privacy laws can shield medication information from employers that are already worried about “perceived as disabled” and other claims. This session will provide an overview of current laws, review workplace trends in drug and alcohol testing, identify legal pitfalls to avoid, and highlight affirmative steps you can take to keep your workplace safe and functioning properly.

Presenter: Jim Reidy, attorney and chair, Labor and Employment Law Group, Sheehan Phinney Bass + Green, PA, Manchester, N.H.

**Domestic Violence Doesn’t Work**
Competencies: Critical Evaluation, HR Expertise
Intended Audience: Midlevel
Location: Congressional C
Workplace Application: You will learn about the dynamics of intimate partner violence, the impact it has on your workplace and the potential liability your organization faces.

Events of the past year have made clear that domestic violence impacts workplaces, whether or not you are prepared for it. As an HR professional, it is important to know what your responsibilities are in these situations, and how to respond appropriately. Through discussions and experiential activities, you will leave with a strategy for your organization to address the issue and awareness of current laws and proposed legislation affecting employers’ rights and responsibilities.

Presenters: Lisa Nitsch, director of Clinical Services & Education, House of Ruth Maryland, Baltimore, Md.; and Maya Raghu, senior attorney, Futures Without Violence, Washington, D.C.

**Are Corporate Wellness Programs Headed for Life Support? The EEOC’s Challenges to Employer Wellness Plans and Capitol Hill’s Response**
Competencies: Critical Evaluation, HR Expertise
Intended Audience: Midlevel
Location: Congressional B
Workplace Application: You will review the challenges that the Equal Employment Opportunity Commission (EEOC) is making to wellness plans and how this could impact your organization.

The EEOC hinted for years that certain aspects of corporate wellness programs may violate federal anti-discrimination laws, but it failed to provide any meaningful guidance and, last fall, began challenging sponsored wellness programs. After being widely criticized, the
Congress’ position that corporate wellness programs are alive and well: Leslie E. Silverman, a former commissioner and vice chair of the EEOC, will discuss:

- The backdrop of the Patient Protection and Affordable Care Act (ACA) and its implementing regulations.
- Compliance issues posed by the ADA and GINA.
- The impact of specific lawsuits on your wellness plan.
- Expectations for regulations governing wellness programs.

**Presenter:** Leslie E. Silverman, shareholder, Fortney & Scott, LLC, Washington, D.C.

**Location:** Grand Ballroom Foyer

**Coffee Break**

**Sponsored by sourcecast**

**Location:** Grand Ballroom Foyer

### ★ CONCURRENT SESSIONS ★

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<th>Time</th>
<th>Session Name</th>
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<tr>
<td>11:00 a.m. – 12:15 p.m.</td>
<td><strong>NLRB Update: An Insider’s Perspective</strong></td>
<td>Business Acumen, HR Expertise</td>
<td>Midlevel</td>
<td>Congressional B</td>
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<td><strong>Workplace Application:</strong> You will hear from two newly appointed members of the National Labor Relations Board (NLRB) on what you can expect from the Board’s agenda in 2015. The NLRB has been active in recent years, issuing opinions and guidance on key workplace issues such as the union election process, the composition of bargaining units and the use of social media. Join two Board members for a moderated discussion of the Board’s priorities for 2015 and find out what’s in store for nonunion and union-represented workplaces.</td>
<td>Business Acumen</td>
<td>Midlevel</td>
<td>Congressional B</td>
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<td><strong>Moderator:</strong> G. Roger King, attorney, King Labor Law, Columbus, Ohio</td>
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<td><strong>Federal Contractors’ New Employment Realities in the Aftermath of Executive Orders</strong></td>
<td>Business Acumen, Critical Evaluation</td>
<td>Midlevel</td>
<td>Congressional A</td>
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<td><strong>Workplace Application:</strong> You will hear a review of recent executive orders and their impact on federal contractors. In 2014, President Obama signed several executive orders that impact federal contractors. Specifically, one executive order prohibits discrimination based on sexual orientation and gender identity in federal hiring and for federal contractors. Another executive order requires prospective federal contractors to disclose all violations of federal and equivalent state labor laws addressing wage and hour administration, safety, collective bargaining, family and medical leave, and civil rights protections from the past three years before they can receive a contract. Even the best employers can commit violations. You will learn the pitfalls to avoid and the steps you can take to ensure that your organization stays in compliance.</td>
<td>Business Acumen</td>
<td>Midlevel</td>
<td>Congressional A</td>
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<td>12:30 p.m. – 2:00 p.m.</td>
<td><strong>California: Eureka! Avoiding Compliance Hot Spots</strong></td>
<td>Business Acumen, Ethical Practice, Relationship Management</td>
<td>Midlevel</td>
<td>Congressional C</td>
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<td><strong>Workplace Application:</strong> You will learn about emerging trends in California employment litigation and what the next year will bring, and will explore steps to prevent litigation. California public policy proposals pose many unique challenges. Many of the proposals have become the blueprint for similar schemes in other states. This session will focus on the major compliance “hot spots” in California, such as wage and hour issues, disability and leaves of absence, and will cover recent developments in employment law in the Golden State. You will also receive an update on pending proposals in the state legislature and ongoing advocacy efforts to support or oppose legislation.</td>
<td>Business Acumen, Ethical Practice, Relationship Management</td>
<td>Midlevel</td>
<td>Congressional C</td>
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**LUNCHEON & GENERAL SESSION FEATURING DR. DAVID WEIL**

**Location:** Grand Ballroom Foyer

See page 9 for description.

**2:00 p.m. – 2:15 p.m.**

**Break**

**Location:** Grand Ballroom Foyer
ADA: Could Your Organization Be the Next Class-Action Lawsuit?

**Workplace Application:** You will receive an update on the Patient Protection and Affordable Care Act (ACA) guidance and reporting requirements for employers.

The ACA’s employer mandate requires all midsize and large businesses to provide health insurance for their full-time employees or pay a per-month “Employer Shared Responsibility Payment” on their federal tax return. This requirement became effective in 2015 for businesses with 100 or more full-time employees and will apply to businesses with 50 to 99 employees beginning in 2016. Hear directly from federal agency representatives on the implementation of the ACA and how to stay compliant.

**Presenters:** Mark Iurry, senior advisor to the Secretary and Deputy Assistant Treasury Secretary for Retirement and Health Policy, U.S. Department of the Treasury; Meredith Olafson, senior policy advisor, Office of the Administrator, U.S. Small Business Administration; and Rhett Buttle, director, Private Sector Engagement, U.S. Department of Health and Human Services, Washington, D.C.

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**Investigating Sexual Harassment Claims: What You Need to Know Before the EEOC Comes Knocking**

**Workplace Application:** You will gain an understanding of the delicate nature of sexual harassment claims and will walk away with tools to handle future incidents effectively.

Sexual harassment investigations require a delicate approach. Tricky issues include the gender of the investigator, office romances gone sour and the classic “he said, she said” complaints. Sensitive questions must be handled with care. Frequently, investigators back away from asking these difficult questions simply because they don’t know what to say or how to make the witness comfortable. Learn from an experienced investigator how to handle these complicated and delicate investigations.

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**Presenters:** Matt Morris, VP of FMLASource, ComPsych Corporation, Chicago, Ill., and Richard Mrizek, trial attorney, EEOC, Chicago, Ill.

**The New Workforce Innovation and Opportunity Act: What It Means for You**

**Workplace Application:** This session will review the new Workforce Innovation and Opportunity Act (WIOA), what it means for you, and how you can benefit from the added emphasis on employer engagement.

With overwhelming bipartisan support in both the Senate and the House, the Workforce Innovation and Opportunity Act was signed into law by President Obama on July 22, 2014. WIOA modernizes the federal workforce development system with its expansive network of one-stop centers. This session will provide practical ways to partner effectively with state and local workforce investment boards, which oversee much of the strategic direction and prioritizing of federal employment and training dollars.

**Presenters:** Gerri Fiala, deputy assistant of Employment and Training Administration, U.S. Department of Labor, Washington, D.C.
★ DAILY SCHEDULE (CONTINUED) ★

WEDNESDAY, MARCH 25

★ ADVOCACY DAY ★
6:45 a.m. – 7:00 a.m.
Capitol Hill Visits Desk Open
Sponsored by Ryan
Location: 9th and K Street Foyer (Lobby Level)
Advocacy Day participants will pick up the materials you’ll bring with you to your meetings with congressional representatives. Shuttle pickup from the hotel is at 7:00 a.m.

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8:00 a.m. – 9:00 a.m.
Breakfast Program
Location: Russell Senate Caucus Room 325
During our Breakfast Program, you’ll get last-minute tips for talking to your lawmakers, plus a refresher on the key issues we’ll be discussing on the Hill.

9:30 a.m. – 2:00 p.m.
★ CAPITOL HILL VISITS ★
Capitol Hill Appointments
Location: Offices of Members of Congress
During your Hill meetings, you’ll take the training you received in the Advocacy Boot Camp on Sunday and present key issues facing HR professionals to your members of Congress or their staffs.
Networking is a valuable component of any conference, and we provide several opportunities for you to meet with fellow attendees to share challenges, offer solutions and expand your influence.

You’ll be seated by region during several sessions, but we encourage you to network on your own and to find and create opportunities for informal networking. Strike up conversations between sessions, during coffee breaks or over dinner at our popular Meet to Eat program.

Use our LinkedIn, Facebook or Twitter pages to connect with peers, and use our Conference Community site to discuss what you’ve learned and measure results after the conference.

MONDAY, MARCH 23
6:30 p.m. – 8:30 p.m.
Welcome Reception
Location: National Museum of Natural History
Our welcome reception will be held at the beautiful Smithsonian Institution National Museum of Natural History, located on the National Mall within view of the Capitol Building and the Washington Monument.

Shuttle service to and from the reception is available from 6:00 p.m. to 8:30 p.m.

This reception is made possible in part by support from Littler Employment & Labor Law Solutions Worldwide® and Littler Workplace Policy Institute™.

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To view PowerPoint presentations online, visit presentations.shrm.org and log in with your Member/Customer ID and last name. There will be no handouts distributed at sessions. The site will be accessible for six months after the conference.

TUESDAY, MARCH 24
9:00 a.m. – 9:30 a.m.
Meet and Greet with Sallie Krawcheck
Location: Grand Ballroom Foyer
Meet keynote speaker Sallie Krawcheck and have a rare opportunity to ask questions one-on-one.

5:30 p.m. – 6:00 p.m.
Book Signing with Dan Abrams
Location: SHRMStore, Grand Ballroom Foyer
Abrams will be signing copies of his book, which is available for sale at the SHRMStore.

6:00 p.m. – 7:30 p.m.
A-Team Networking Event
Location: Penn Quarter Room
Members of SHRM’s Advocacy Team and Advocacy Day participants are invited to join SHRM staff for a networking reception in the Penn Quarter Room. Network and connect with other HR professionals who are interested in influencing the public policy agenda over light hors d’oeuvres and cocktails.

7:00 p.m.
Meet To Eat
Sponsored by LABOR LAW PLUS
Location: Area Restaurants (Registration is in the Grand Ballroom Foyer)
Our popular Meet to Eat program extends your networking and social opportunities outside the conference while giving you a chance to eat at a popular D.C. restaurant with your fellow attendees. Simply sign up for the restaurant of your choice at the Meet to Eat desk.

Please note: You are responsible for the cost of your meal.
Littler’s Workplace Policy Institute (WPI) harnesses the deep subject matter knowledge of Littler – the nation’s largest employment and labor law firm representing management – to ensure that policymakers in Washington and around the country hear the voice of employers. WPI is engaged with Congress, the executive branch, and the courts on the most critical employment, labor and benefits issues, including the requirements of the Affordable Care Act (ACA), and the Fair Labor Standards Act (FLSA), and the National Labor Relations Act.

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