



# The 2022 Employment Law and Legislative Conference







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The HR Conference Cruise is an innovative way to earn credits from ground-breaking sessions while networking outside of the usual HR conference sphere.

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# welcome

## Welcome to the 2022 Ohio SHRM Employment Law + Legislative Conference

We're delighted that you are attending the annual Ohio SHRM Employment Law + Legislative Conference. It is good to be back in person after two years of the totally virtual format!

We will hear directly from key legislators on issues facing the HR community as well as the ability to interact with policy makers.

The entire Conference has been pre-approved for 9.0 SHRM Professional Development Credits (PDCs) and an equal number of recertification credits from the HR Certification Institute. Note that 8 of the 9 HRCI credits are considered BUSINESS CREDIT.

This program contains the schedule, information on our speakers, and note pages for your use. Recertification information is included in the back of this program.

Sincerely,



Tony Fiore,  
Director, Government Affairs,  
Ohio SHRM State Council

## Welcome from the Ohio SHRM State Council

The Ohio SHRM State Council is pleased to sponsor the annual Employment Law and Legislative Conference. And, we're also thrilled to be able to bring you this program IN PERSON and in an ON DEMAND format!

Our thanks to Tony Fiore for continuing to organize this conference which provides access to key policy makers in our state and current information to help us in our HR roles.

The Council is a non-profit organization and an affiliate of The Society for Human Resource Management (SHRM), the world's largest HR Professional society with over 300,000 members in more than 165 countries.

Our membership is made up of volunteer leaders who are elected or appointed to the Council and includes local SHRM affiliated chapters in Ohio. The Council is dedicated to leading, educating, and inspiring thousands of HR professionals in our state.

We also serve to make an impact in our local communities by giving back and making HR visible by participating in community events and activities. Visit the Council website at [ohioshrm.org](http://ohioshrm.org) for more information.

Sincerely,



Karen Fagnilli  
State Council Director,  
Ohio SHRM State Council



# schedule

<b>Breakfast</b>	7:30 AM
<b>Welcome and Introductions</b>	8:00 AM
<p><b>Tony Fiore</b>, Director Government Affairs, Ohio SHRM State Council</p> <p><b>Steve Stivers</b>, President and CEO, Ohio Chamber of Commerce</p>	
<b>Ohio Legislative Leader Update</b>	8:15 AM
<p><b>8:15 am - House Minority Leader Allison Russo</b> (D-Upper Arlington)</p> <p><b>8:30 am - Sen. Minority Leader Kenny Yuko</b> (D-Richmond Heights)</p> <p><b>8:45 am - Senate Majority Whip - Rob McColley</b> (R-Napoleon)</p> <p><b>9:00 am - House Speaker Bob Cupp</b> (R-Lima)</p>	
<b>Unemployment Compensation Solvency</b>	9:15 AM
<p><b>Kelly Huskey</b>, ODJFS, UI Administrator</p> <p><b>Rep. Mark Fraizer</b> (R-Newark)</p> <p><b>Karen D. Adinolfi</b>, Shareholder, Roetzel &amp; Andress (Akron SHRM)</p>	
<b>JobsOhio: Advancing Ohio's Economic Competitiveness for Business and Individuals</b>	10:15 AM
<p><b>Sheila Aekins</b>, Managing Director of Human Resources, JobsOhio</p> <p><b>Jessica Villa-Cruz</b>, Senior Human Resources Manager, JobsOhio</p>	
<b>Top Federal Cases All HR Professionals Need to Know - DOL, NLRB, EEOC and more</b>	11:15 AM
<p><b>Charles Billington</b>, Attorney, Vorys, Sater, Seymour and Pease LLP and Legislative Affairs Chair (Cleveland SHRM)</p>	
<b>Lunch</b>	12:10 PM
<b>Washington Outlook: Why Your Voice Matters</b>	12:30 PM
<p><b>Emily M. Dickens, J.D.</b>, SHRM Chief of Staff and Head of Government Affairs</p>	
<b>The Future of Work: A Pandemic's Transformation of Workplaces</b>	1:30 PM
<p><b>Tony Fiore</b>, Director, Government Affairs, Ohio SHRM State Council</p>	
<b>Diversity, Equity and Inclusion Panel Discussion</b>	2:30 PM
<p><b>Rita McNeal Danish</b>, Taft Law</p> <p><b>Eric Kearney</b>, Director, Diversity &amp; Inclusion, Ohio Chamber of Commerce and President/CEO, African-American Chamber of Commerce for Greater Cincinnati/Northern Kentucky</p>	
<b>Civil Rights Claims in the Wake of COVID-19 and New Claim Filing Process</b>	3:30 PM
<p><b>Denise Johnson</b>, Administrative Law Judge, Ohio Civil Rights Commission</p> <p><b>Anne E. Duprey</b>, Member, Frost Brown Todd (HRACO)</p>	
<b>Workers' Compensation Safety &amp; Health Update</b>	4:30 PM
<p><b>Kevin Shimp</b>, Ohio Chamber of Commerce</p> <p><b>Rep. Brian Lampton</b> (R-Beavercreek)</p> <p><b>Sarah E. Pawlicki</b>, Member, Eastman &amp; Smith (NOHRA)</p>	
<b>Closing Remarks/Conference Adjourns</b>	5:25 PM



The Ohio SHRM State Council is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.



#### HRCI DISCLOSURE

This conference has been approved for 9.0 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). Please make note of the activity ID number on your recertification application form.

For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org)



# SESSIONS

# Welcome



**TONY FIORE**

Tony Fiore, Director, Government Affairs for the Ohio SHRM State Council - Tony Fiore has been advising companies and associations of all sizes for nearly 20 years with thoughtful counsel on practical, political and legal considerations to tackle the issues clients encounter. Companies he serves range from small “mom-and-pop” shops to national trade associations and international corporations. Fiore is a demonstrated advocate with exceptional knowledge of local, state and federal laws and of national and international legal and business regulations. In addition, Fiore is the treasurer for the firm’s Political Action Committee (PAC) and manages the firm’s 50-state lobbying compliance practice area. He joined the firm in 2011.



**STEVE STIVERS**

Steve Stivers took over as President and CEO of the Ohio Chamber of Commerce in May 2021. Prior to joining the Chamber Mr. Stivers served 10 years in the U.S. House of Representatives for the 15th Congressional district in Ohio. He also served several years in the Ohio Senate. In addition, Mr. Stivers has put decades of service into the Ohio National Guard and currently serves as a 1 star General in the reserve.



# Ohio Legislative Leader Update



**HOUSE MINORITY LEADER  
ALLISON RUSSO  
(D-UPPER ARLINGTON)**



**SEN. MINORITY LEADER  
KENNY YUKO  
(D-RICHMOND HEIGHTS)**



**SENATE MAJORITY WHIP -  
ROB MCCOLLEY  
(R-NAPOLEON)**



**HOUSE SPEAKER  
BOB CUPP  
(R-LIMA)**

## **SESSION DESCRIPTION**

The 134th General Assembly began its work at the beginning of 2021 and runs through the end of 2022. In the wake of the COVID-19 pandemic several public policy issues face Ohio's businesses, families and citizens, including the state's biennial operating budget. In this session, attendees will hear directly from the majority and minority leaders of the Ohio Senate and Ohio House of Representatives on their legislative priorities.

# Unemployment Compensation Solvency



**KELLY HUSKEY,  
ODJFS, UI ADMINISTRATOR**



**REP. MARK FRAIZER  
(R-NEWARK)**



**KAREN D. ADINOLFI  
SHAREHOLDER,  
ROETZEL & ADDRESS**

## SESSION DESCRIPTION

COVID-19 put more stress on the state and federal unemployment system than any other time in history since its creation in 1935. With so many businesses closed due to the pandemic the UI system took care of covered workers and their families. In addition, new pandemic unemployment compensation was provided for independent contractors and those who didn't qualify for traditional UI. But, the enormous demand on legacy unemployment systems brought about significant challenges, including significant fraud overpayments.

Over the past two years legislation has been enacted and administrative enhancements have been made to address these problems moving forward. While some employers continue to employ remote workers others are moving the workforce back into the workplace. This session will focus on the unprecedented utilization of the unemployment compensations system due to the COVID-19 pandemic, what changes have been made and those on the horizon as well as what employers have been dealing with regarding workforce recruitment and retention.

# JobsOhio: Advancing Ohio's Economic Competitiveness for Business and Individuals



**SHEILA AEKINS,  
MANAGING DIRECTOR OF  
HUMAN RESOURCES**



**JESSICA VILLA-CRUZ,  
SENIOR HUMAN RESOURCES  
MANAGER**

## **SESSION DESCRIPTION**

JobsOhio exists to empower world-class corporations, entrepreneurs, and talented individuals to build their businesses and careers in Ohio. Its advocacy and investments in partnership with the State enable sustainable economic growth and a better quality of life for all Ohioans through the power and dignity of work. Sheila Aekins, Managing Director of Human Resources and Jessica Villa-Cruz, Sr. Human Resources Manager will discuss the way it has built a world-class team to accomplish these goals. They will also discuss how JobsOhio leverages relationships through public/private partnerships to help with talent recruitment and acquisition as well as innovative workforce development initiatives across the state. HR professionals are trying to determine the best compensation and benefit package to attract and retain talent - JobsOhio tries to provide the environment and business climate to help them compete in a regional, national and global economy. The session can focus on past wins as well as how to work together in the future for growth opportunities that JobsOhio will focus on for the future.



# Top Federal Cases All HR Professionals Need to Know – DOL, NLRB, EEOC and more

## SESSION DESCRIPTION



**CHARLES BILLINGTON**  
**ATTORNEY**  
**VORYS, SATER, SEYMOUR**  
**AND PEASE LLP**

Employers spend countless hours trying to comply with federal, state and local laws. But, even the best employers with ironclad policies find themselves on the receiving end of a complaint or lawsuit requiring their internal and external HR and legal professionals to respond. This session will review the most recent legal developments regarding the Family and Medical Leave Act (FMLA); the Fair Labor Standards Act (FLSA); the Equal Employment Opportunity Commission (EEOC); and the National Labor Relations Board (NLRB).

# Washington Outlook: Why Your Voice Matters

## SESSION DESCRIPTION



Hear from Emily M. Dickens, SHRM Chief of Staff and Head of Government Affairs, on the current state of federal policy that will impact work, workers, and the workplace. Emily will cover past and pending legislation, preview the upcoming election, and discuss the six policy pillars that govern SHRM's advocacy efforts.

**EMILY M. DICKENS, J.D.**  
**SHRM CHIEF OF STAFF AND**  
**HEAD OF GOVERNMENT**  
**AFFAIRS**

# The Future of Work: A Pandemic's Transformation of Workplaces

## SESSION DESCRIPTION

COVID-19 disrupted the typical day of a human resource professional and workplaces across the globe. The last two years will certainly change the workplace for many public and private employers - forever. The skills gap has never been wider. Job vacancies number in the thousands, yet thousands of working age adults have not and may not enter the workforce again. Many human resource professionals are facing greater challenges in recruitment, retention and talent development of employees like never before. Others have more resumes than jobs available. Remote work used to be the exception, not the rule. However, COVID-19 is changing all the rules. These changes are not only disrupting the workplace, but also legacy government programs. Such programs include healthcare, social security, unemployment compensation, workers' compensation, and much more.



**TONY FIORE, DIRECTOR,  
GOVERNMENT AFFAIRS, OHIO  
SHRM STATE COUNCIL**

During this session, participants will take a journey about the workplace of tomorrow. From the Jetsons to Ready Player One and Free Guy and every future workplace in between. Learn about how some workplaces are adapting and thriving in the post-pandemic world while some are struggling just to keep the lights on. In addition, attendees will hear about changes in local, state and federal laws and regulations as well as court decisions, which attempt to stay ahead of such workplace changes. We will also discuss some ideas on how laws should change to help human resource professionals manage their workforce. You will also hear why elected officials need professionals like you to help them understand how newly proposed laws would affect their business, for better or worse. If you have been facing recruitment or retention challenges across the U.S. or globe over the last two years you should attend this presentation.



# Diversity, Equity and Inclusion Panel Discussion



**RITA MCNEAL DANISH,  
TAFT LAW  
DIVERSITY, EQUITY &  
INCLUSION STRATEGIC  
BUSINESS PARTNER**



**ERIC KEARNEY,  
DIRECTOR, DIVERSITY &  
INCLUSION, OHIO  
CHAMBER OF COMMERCE  
AND PRESIDENT/CEO,  
AFRICAN-AMERICAN  
CHAMBER OF COMMERCE  
FOR GREATER CINCINNATI/  
NORTHERN KENTUCKY**

## SESSION DESCRIPTION

Employees in every industry and at every stage of their career are seeking out employers who create a welcoming workplace and value diverse backgrounds and opinions.

With this expectation in mind, employers are tasked with developing policies that foster a working environment where everyone feels respected and where all employees can be their genuine self during the work day. To help employers and HR professionals tackle these pressing issues, Rita McNeal Danish, who is the Diversity, Equity & Inclusion Strategic Business Partner for the Taft Law Firm and Eric Kearney, President & CEO of the African-American Chamber of Commerce and Director, Diversity & Inclusion for the Ohio Chamber of Commerce, will share their insights and expertise on how employers can evaluate their own workplace policies to assess whether they are doing enough to build an inclusive workforce.

# Civil Rights Claims in the Wake of COVID-19 and New Claim Filing Process



**DENISE JOHNSON,  
ADMINISTRATIVE LAW  
JUDGE, OHIO CIVIL RIGHTS  
COMMISSION,**



**ANNE E. DUPREY,  
MEMBER,  
FROST BROWN TODD**

## **SESSION DESCRIPTION**

Navigating Ohio employment law claims can be daunting for even the most seasoned HR professional and the COVID-19 pandemic only added to the process. But, the process of filing a claim has changed. Due to the passage of HB 352 all employment claims must first be filed with the Ohio Civil Rights Commission similar to federal claims filed with the Equal Employment Opportunity Commission. That means no more surprise cases ending up in court (hopefully). This session will focus on this new, but familiar process, for adjudicating claims as well as a review of employment claims over the last year. In addition, attendees will hear how employers are navigating this new process.

# Workers' Compensation Safety & Health Update



**KEVIN SHIMP,  
OHIO CHAMBER OF  
COMMERCE**



**REP. BRIAN LAMPTON  
(R-BEAVERCREEK)**



**SARAH E. PAWLICKI,  
SHRM-SCP  
EASTMAN & SMITH LTD**

## SESSION DESCRIPTION

Ohio's workers' compensation system was founded in 1912. BWC is one of the largest state-operated providers of workers' compensation insurance in the United States. With assets of approximately \$25 billion (as of Dec. 31, 2020), BWC provides insurance coverage to more than half of Ohio's workforce. The remaining workers are covered by their self-insured employers. In fiscal year 2020, BWC provided workers' compensation insurance coverage to 249,000 employers, approved 71,519 new injury claims, and paid \$1.35 billion in wage loss and medical benefits. It also earned \$1.8 billion in investment income, a 7% return. This session will review the positive impact BWC had on Ohio employers and the economy and issues to consider for your workplace.





RECERTIFICATION



## The 2022 Employment Law and Legislative Conference – June 1, 2022

ACTIVITY ID- **INDIVIDUAL** Activity IDs noted below.

Start Date: **6/1/2022**

End Date: **6/1/2022**

Recertification Credit Hours Awarded: **9.0**



The Ohio SHRM State Council is recognized by SHRM to offer the **2022 Employment Law and Legislative Conference** Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

Activity ID: 22-Q7N6E 1.0 PDC's	<p><b>"Ohio Legislative Leader Update"</b></p> <ul style="list-style-type: none"> <li>- House Minority Leader Allison Russo (D-Upper Arlington); Sen. Minority Leader Kenny Yuko (D-Richmond Heights); Senate Majority Whip Rob McColley (R-Napoleon); and House Speaker Bob Cupp (R-Lima)</li> </ul>
Activity ID: 22-U9EE5 1.0 PDC's	<p><b>"Unemployment Compensation Solvency"</b></p> <ul style="list-style-type: none"> <li>- Kelly Huskey, ODJFS, UI Administrator; Rep. Mark Fraizer (R-Newark); Karen D. Adinolfi, Shareholder, Roetzel &amp; Andress</li> </ul>
Activity ID: 22-HNGZN 1.0 PDC's	<p><b>"JobsOhio: Advancing Ohio's Economic Competitiveness for Business and Individuals"</b></p> <ul style="list-style-type: none"> <li>- Sheila Aekins, Managing Director of Human Resources and Jessica Villa-Cruz, Senior HR Manager</li> </ul>
Activity ID: 22-P9X95 1.0 PDC's	<p><b>"Top Federal Cases All HR Professionals Need to Know - DOL, NLRB, EEOC and more"</b></p> <ul style="list-style-type: none"> <li>- Charles Billington, Attorney, Vorys, Sater, Seymour and Pease LLP</li> </ul>
Activity ID: 22-6AJYW 1.0 PDC's	<p><b>"Washington Outlook: Why Your Voice Matters"</b></p> <ul style="list-style-type: none"> <li>- Emily M. Dickens, J.D., SHRM Chief of Staff and Head of Government Affairs</li> </ul>
Activity ID: 22-X4HCS 1.0 PDC's	<p><b>"The Future of Work: A Pandemic's Transformation of Workplaces"</b></p> <ul style="list-style-type: none"> <li>- Tony Fiore, Director, Government Affairs, Ohio SHRM State Council</li> </ul>

<p><b>Activity ID: 22-T2XZV</b></p> <p><b>1.0 PDC's</b></p>	<p><b>“Diversity, Equity and Inclusion Panel Discussion”</b></p> <ul style="list-style-type: none"> <li>- Rita McNeal Danish, Taft Law and Eric Kearney, Director, Diversity &amp; Inclusion, Ohio Chamber of Commerce and President/CEO, African-American Chamber of Commerce \for Greater Cincinnati/Northern Kentucky</li> </ul>
<p><b>Activity ID: 22-CNJCD</b></p> <p><b>1.0 PDC's</b></p>	<p><b>“Civil Rights Claims in the Wake of COVID-19 and New Claim Filing Process”</b></p> <p>Denise Johnson, Administrative Law Judge, Ohio Civil Rights Commission and Anne E. Duprey, Member, Frost Brown Todd</p>
<p><b>Activity ID: 22-FFT54</b></p> <p><b>1.0 PDC's</b></p>	<p><b>“Workers’ Compensation Safety &amp; Health Update”</b></p> <ul style="list-style-type: none"> <li>- Kevin Shimp, Ohio Chamber of Commerce; Rep. Brian Lampton (R-Beavercreek); and, Sarah E. Pawlicki, Member, Eastman &amp; Smith</li> </ul>

If you have any questions on certification, please contact Jennifer Payne: [jpayne@linksunlimited.com](mailto:jpayne@linksunlimited.com)



**Conference Name: 2022 Employment Law and Legislative  
Conference**

**RECERTIFICATION CREDIT FORM**

**Sheraton, Columbus, Ohio · Wednesday, June 1, 2022**

Each set of specified credits will need to be listed as a separate recertification activity.

**Note: A PHR may attend any of the sessions for HR credit as long as it has been pre-approved for credit.**

**Sessions pre-approved for Business credit**

**Total: 8.0**

Activity/Program ID: 595884 1.0 Business Credit	<p><b>“Ohio Legislative Leader Update”</b></p> <ul style="list-style-type: none"> <li>- House Minority Leader Allison Russo (D-Upper Arlington); Sen. Minority Leader Kenny Yuko (D-Richmond Heights); Senate Majority Whip Rob McColley (R-Napoleon); and House Speaker Bob Cupp (R-Lima)</li> </ul>
Activity/Program ID: 595892 1.0 Business Credit	<p><b>“Unemployment Compensation Solvency”</b></p> <ul style="list-style-type: none"> <li>- Kelly Huskey, ODJFS, UI Administrator; Rep. Mark Fraizer (R-Newark); Karen D. Adinolfi, Shareholder, Roetzel &amp; Andress</li> </ul>
Activity/Program ID: 595905 1.0 Business Credit	<p><b>“JobsOhio: Advancing Ohio’s Economic Competitiveness for Business and Individuals”</b></p> <ul style="list-style-type: none"> <li>- Sheila Aekins, Managing Director of Human Resources and Jessica Villa-Cruz, Senior HR Manager</li> </ul>
Activity/Program ID: 595908 1.0 Business Credit	<p><b>“Washington Outlook: Why Your Voice Matters”</b></p> <ul style="list-style-type: none"> <li>- Emily M. Dickens, J.D., SHRM Chief of Staff and Head of Government Affairs</li> </ul>
Activity/Program ID: 595909 1.0 Business Credit	<p><b>“The Future of Work: A Pandemic’s Transformation of Workplaces”</b></p> <ul style="list-style-type: none"> <li>- Tony Fiore, Director, Government Affairs, Ohio SHRM State Council</li> </ul>
Activity/Program ID: 595910 1.0 Business Credit	<p><b>“Diversity, Equity and Inclusion Panel Discussion”</b></p> <ul style="list-style-type: none"> <li>- Rita McNeal Danish, Taft Law and Eric Kearney, Director, Diversity &amp; Inclusion, Ohio Chamber of Commerce and President/CEO, African-American Chamber of Commerce \for Greater Cincinnati/Northern Kentucky</li> </ul>
Activity/Program ID: 595911 1.0 Business Credit	<p><b>“Civil Rights Claims in the Wake of COVID-19 and New Claim Filing Process”</b></p> <ul style="list-style-type: none"> <li>- Denise Johnson, Administrative Law Judge, Ohio Civil Rights Commission and Anne E. Duprey, Member, Frost Brown Todd</li> </ul>
Activity/Program ID: 595912 1.0 Business Credit	<p><b>“Workers’ Compensation Safety &amp; Health Update”</b></p> <ul style="list-style-type: none"> <li>- Kevin Shimp, Ohio Chamber of Commerce; Rep. Brian Lampton (R-Beavercreek); and, Sarah E. Pawlicki, Member, Eastman &amp; Smith</li> </ul>



Sessions pre-approved for HR (General) credit

Total: **1.0**

Activity/Program ID: 595906  1.0 HR (General) Credit	<p><b>“Top Federal Cases All HR Professionals Need to Know - DOL, NLRB, EEOC and more”</b></p> <ul style="list-style-type: none"> <li>- Charles Billington, Attorney, Vorys, Sater, Seymour and Pease LLP</li> </ul>
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The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.

This Program, ID has been approved for HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™recertification through HR Certification Institute® (HRCI®). “

\* If there are any questions, refer to the recertification policies and procedures located at [www.hrci.org](http://www.hrci.org).

# notes

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**SAVE THE DATE!**



**HR : UNMASKING YOUR FULL POTENTIAL**  
**2022 OHIO HR CONFERENCE**  
**SEPTEMBER 21 - 23, 2022**

**CELEBRATE THE 50th ANNUAL**  
**OHIO HR CONFERENCE**  
**AT KALAHARI**

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**OhioSHRMHRC.org**