



The 2023 Employment Law and Legislative Conference



May 17, 2023 - 5:00 pm - 7:00 pm
Legislative Reception

May 18, 2023 - 7:30am - 5:05pm
Conference





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Certification Information

Save the Date!
HR Conference Cruise!



March 3-8, 2024
Depart from Miami, Florida
Sail on the Explorer of the Seas!
Ports of Call:
Falmouth, Jamaica & Labadee, Haiti

Early Registration is open -
Use the QR Code

- \$100 Non-Refundable deposit
- \$599 Conference Registration price



 Register for 2024!





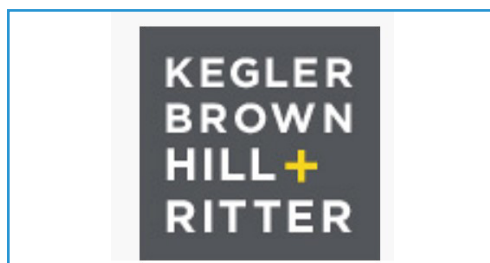
sponsors



Eastman & Smith Ltd.



Frost Brown Todd LLC



Kegler Brown Hill + Ritter



welcome

Welcome to the 2023 Ohio SHRM Employment Law + Legislative Conference

We're delighted that you are attending the annual Ohio SHRM Employment Law + Legislative Conference. Our hope is that you will enjoyed the Legislative Reception from last night and are ready to enjoy the full conference today!

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 11.0 SHRM Professional Development Credits (PDCs) and for 10 recertification credits from the HR Certification Institute. Note that 6 of the 10 HRCI credits are considered BUSINESS CREDIT. As of this writing there is one session under review from HRCI.

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

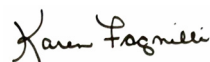
We're delighted that you are attending the The Ohio SHRM State Council is pleased to sponsor the annual Employment Law and Legislative Conference.

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 for more information.

Sincerely,



Karen Fagnilli
State Council Director,
Ohio SHRM State Council

schedule

Breakfast	7:30 AM
Welcome and Introductions Tony Fiore, Director Government Affairs, Ohio SHRM State Council	8:00 AM
Ohio Legislative Leader Update Speaker of the House, Jason Stephens (R-Kitts Hill) House Minority Leader Allison Russo (D-Upper Arlington) Senate President Matt Huffman (R-Lima) Sen. Minority Leader Nickie Antonio (D - Cleveland) Brett Hillyer, State Representative, (51st District) Hearcel F. Craig, State Senator, Assistant Minority Leader (15th Senate District)	8:05 AM
SBI and HB 12 - A 21st Century Education and Career Readiness System - Connecting Ohio's Workforce to Employers The Honorable Bill Reineke, Ohio Senate (R-Tiffin) The Honorable David Dobos, Ohio House (R-Columbus) Moderator: Rick Carfagna, SVP of Government Affairs, Ohio Chamber of Commerce	9:05 AM
Break	10:05 AM
Protecting Ohio Employers and Workers with Legislative Oversight of Future UI Benefits Individuals Matt Damschroder, Director, ODJFS State Senator Tim Schaffer (R-Lancaster), SB 31 Sponsor	10:10 AM
Controlling the Cost of Healthcare in Ohio – What Employers, HR Professionals and What Lawmakers Can Do To Help The Honorable Stephen A. Huffman, Senate District 5, Chairman, Senate Health Committee The Honorable Brian E. Lampton, House District 70, Chairman, House Insurance Committee Bob Hackett, State Senator, Clark, Clinton & Green Counties Moderator: Chris Ferruso, Interim State Director, NFIB/Ohio	11:10 AM
Lunch	12:10 PM
The Tangled Web We Weave- Navigating the Various Leaves of Absence Employees Take Brendan Feheley, Director + Chair, Labor + Employment Practice, Kegler Brown Hill + Ritter	12:30 PM
A Day At The Ohio Statehouse Ohio Speaker of the House, Rep. Jason Stephens Ohio Senate President Matt Huffman	1:20 PM
Common Wage and Hour Violations and How to Fix Them Sarah E. Pawlicki, Member, Eastman & Smith Ltd	2:10 PM
Employee Privacy - What HR should and shouldn't know Anne E. Duprey, Member, Frost Brown Todd	3:05 PM
Employment Law Uniformity Act (ELUA): Impact on the OCRC Intake & Investigative Process Denise Johnson, Administrative Law Judge, Ohio Civil Rights Commission	4:05 PM
Closing Remarks/Conference Adjourns	5:05 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



SESSIONS



Welcome and Introductions



**TONY FIORE, OHIO STATE COUNCIL OF SHRM, DIRECTOR OF GOVERNMENT
AFFAIRS & OF COUNSEL - KEGLER, BROWN HILL + RITTER, LPA**

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.



Ohio Legislative Leader Update



**SPEAKER OF THE
HOUSE,
JASON STEPHENS
(R-KITTS HILL)**



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

SESSION DESCRIPTION

The 135th General Assembly began its work at the beginning of 2023 and runs through the end of 2024. 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.



**SENATE PRESIDENT,
MATT HUFFMAN
(R-LIMA)**




**SENATE MINORITY
LEADER, NICKIE
ANTONIO (D-CLEVELAND)**



**STATE REPRESENTATIVE,
BRETT HILLYER,
51ST DISTRICT**



**STATE SENATOR, 15TH
SENATE DISTRICT,
ASSISTANT MINORITY
LEADER, HEARCEL F. CRAIG**



SBI and HB 12 - A 21st Century Education and Career Readiness System - Connecting Ohio's Workforce to Employers



**THE HONORABLE
BILL REINEKE, OHIO SENATE
(R-TIFFIN)**



**THE HONORABLE
DAVID DOBOS, OHIO HOUSE
(R-COLUMBUS)**



**MODERATOR: RICK CARFAGNA,
SVP OF GOVERNMENT AFFAIRS,
OHIO CHAMBER OF COMMERCE**

SESSION DESCRIPTION

The need to more closely connect the job provider community with K-12 and higher education graduates has never been greater. A 2022 state snapshot reports for Grade 8 mathematics and reading both show that average proficiency scores for Ohio students are lower than previous average scores in 2019. In fact, scores for black students and Hispanic students were each significantly lower compared to white students. In addition, data from Ohio's 2021 Remediation Report, produced by the Ohio Department of Education and Ohio Department of Higher Education, illustrates preparedness issues among high school graduates. As of 2020, the percentage of Ohio public high school graduates attending an Ohio public college or university and needing remediation in math or English was 19.3%. For Ohio adults over age 25 enrolling in postsecondary education for the first time, the overall remediation in 2020 was even higher at 24.87%. Without big ideas and change workforce connectedness may never become a reality. This session will focus on companion bills, Senate Bill 1 and House Bill 12. This legislation restructures both the Ohio Department of Education and State Board of Education to provide stronger emphasis on workforce skills and career readiness.



Protecting Ohio Employers and Workers with Legislative Oversight of Future UI Benefits



**MATT DAMSCHRODER,
DIRECTOR, ODJFS**

SESSION DESCRIPTION

Even though the federal Pandemic Unemployment Assistance (PUA) has ended, it is clear that it damaged the economy by encouraging people not to go back to work as evidenced by businesses across the state begging for employees, restricting hours and even closing. ODJFS Director, Matt Damschroder, will discuss important changes at the agency to address UI integrity as well as issues affecting the workforce, such as the benefit cliff.



**SENATOR TIM SCHAFFER
(R-LANCASTER), SB 31
SPONSOR**

To protect against future problems, SB 31 will provide legislative oversight of executive action on federal voluntary unemployment compensation benefits. Simply put, if the federal government comes to Ohio offering major changes to unemployment benefits again, the legislature will have to give its approval before any administration can accept the benefits. This part of the session will discuss the value of this legislation to get Ohioans back to work and protect Ohio's economy in future administrations. Senator Tim Schaffer, the sponsor of SB 31, will discuss the importance of this legislation



Controlling the Cost of Healthcare in Ohio – What Employers, HR Professionals and What Lawmakers Can Do To Help



**SENATOR STEPHEN HUFFMAN
(R-TIPP CITY)**



**REP. BRIAN LAMPTON
(HD 70, R-BEAVERCREEK)**



**STATE SENATOR, BOB HACKETT,
CLARK, CLINTON AND GREENE
COUNTIES.**

SESSION DESCRIPTION

Employer provided healthcare has covered most individuals and their families for decades. But, no matter how many wellness or incentive programs are offered to employees the cost of healthcare seems to rise year after year with no end in sight. Obamacare has provided more independent contractors and individuals with the ability to provide coverage for themselves, but costs rise even with fewer uninsured. Employers want to provide healthcare insurance as a benefit to their employees and families, but that becomes more difficult each year as costs increase, especially for small businesses. In this session, attendees will hear from legislative leaders in the House and Senate as well as a representative of small business owners on the state of healthcare in Ohio and what the future holds in public policy.



**MODERATOR: CHRIS FERRUSO,
INTERIM STATE DIRECTOR,
NFIB/OHIO**



The Tangled Web We Weave- Navigating the Various Leaves of Absence Employees Take



BRENDAN FEHELEY
DIRECTOR + CHAIR, LABOR
+ EMPLOYMENT PRACTICE
KEGLER BROWN HILL + RITTER

SESSION DESCRIPTION

It feels like every year there are new types of leave, and thus a new source of confusion and liability for employers. Brendan will walk you through your obligations under the various laws, the intersections between them, and will provide best practices and some strategies for handling difficult cases.



A Day At The Statehouse



**OHIO SPEAKER OF THE HOUSE,
REP. JASON STEPHENS**

SESSION DESCRIPTION

Attendees will walk up the street to attend a House and/or Senate session during this part of the program.

All members of the House and Senate must be U.S. citizens and reside in the districts from which they are elected. Both are open to the public.



**OHIO SENATE PRESIDENT
MATT HUFFMAN**



Common Wage and Hour Violations and How to Fix Them



SARAH E. PAWLICKI,
MEMBER, EASTMAN & SMITH
LTD

SESSION DESCRIPTION

This presentation will focus on the federal Fair Labor Standards Act and Ohio wage and hour laws and what employers should understand regarding compliance.

- 1) Discussion regarding wage and hour issues that keep employment lawyers awake at night such as FLSA collective actions and Ohio wage and hour class actions;
- 2) The top 10 wage and hour mistakes made by employers;
- 3) Questions HR needs to ask their organizations to ensure wage and hour compliance.



Employee Privacy - What HR should and shouldn't know



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

SESSION DESCRIPTION

Can you monitor your employees' computer activity? Social media? What if employees are using their cell phones for work? Can you track your remote employees' whereabouts? How should you be storing employees' personal information? Do you have the appropriate policies and practices in place to comply with employee privacy laws? Employee privacy laws are varied and complex - this presentation aims to simplify them for you. Join Annee for an interactive discussion about these employee privacy questions and more. Through this presentation, you will learn about the privacy laws impacting the workplace and leave with tangible takeaways for employee privacy compliance in your workplace.



Employment Law Uniformity Act (ELUA): Impact on the OCRC Intake & Investigative Process



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

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.



RECERTIFICATION

#2023OHSRMLeg | 17



The 2023 Employment Law and Legislative Conference – May 17-18, 2023

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

Start Date: **5/17/2023**

End Date: **5/18/2023**

Recertification Credit Hours Awarded: **11.0**



The Ohio SHRM State Council is recognized by SHRM to offer the **2023 Employment Law and Legislative Conference** Professional Development Credits

(PDCs) for SHRM-CP or SHRM-SCP.	
Wednesday, May 17, 2023 – 5pm-7pm	
Activity ID: 23-HNZNC 2.0 PDC's	"Legislative Reception"
Thursday, May 18, 2023 – 7:30am – 5pm	
Activity ID: 23-SW4C3 1.0 PDC's	"Ohio Legislative Leader Update" - Speaker of the House, Jason Stephens (R-Kitts Hill); House Minority Leader Allison Russo (D-Upper Arlington); Sen. Minority Leader Kenny Yuko (D-Richmond Heights); Senate President, Matt Huffman (R-Lima); and, Senate Minority Leader, Nickie Antonio (D-Lakewood)
Activity ID: 23-TTDYM 1.0 PDC's	"SB1 and HB 12 - A 21st Century Education and Career Readiness System - Connecting Ohio's Workforce to Employers" - The Honorable Bill Reineke, Ohio Senate (R-Tiffin), The Honorable David Dobos, Ohio House (R-Columbus), and Rick Carfagna, SVP of Government Affairs, Ohio Chamber of Commerce.
Activity ID: 23-PEQTY 1.0 PDC's	"Protecting Ohio Employers and Workers with Legislative Oversight of Future UI Benefits" Matt Damschroder, Director, ODJFS and State Senator Tim Schaffer



<p>Activity ID: 23-MARH7</p> <p>1.0 PDC's</p>	<p>“Controlling the Cost of Healthcare in Ohio – What Employers, HR Professionals and Lawmakers Can Do Help”</p> <ul style="list-style-type: none"> - Chris Ferruso, State Director, National Federation of Independent Business/Ohio (moderator); The Honorable Stephen A. Huffman, Senate District 5, Chairman, Senate Health Committee; and, The Honorable Brian E. Lampton, House District 70, Chairman, House Insurance Committee
<p>Activity ID: 23-PUPJ6</p> <p>1.0 PDC's</p>	<p>“The Tangled Web We Weave- Navigating the Various Leaves of Absence Employees Take”</p> <p>Brendan Feheley, Director + Chair, Labor + Employment Practice, Kegler Brown Hill + Ritter</p>
<p>Activity ID: 23-Z4FSK</p> <p>1.0 PDC's</p>	<p>“A day at the Ohio Statehouse”</p> <ul style="list-style-type: none"> - Speaker of the House, Jason Stephens (R-Kitts Hill) and Senate President, Matt Huffman (R-Lima)
<p>Activity ID: 23-FNYFY</p> <p>1.0 PDC's</p>	<p>“Common Wage and Hour Violations and How to Fix Them”</p> <p>Sarah E. Pawlicki, Member, Eastman & Smith</p>
<p>Activity ID: 23-H3KTW</p> <p>1.0 PDC's</p>	<p>“Employee Privacy - What HR should and shouldn't know”</p> <p>Anne E. Duprey, Member, Frost Brown Todd</p>
<p>Activity ID: 23-CNHDY</p> <p>1.0 PDC's</p>	<p>“Employment Law Uniformity Act (ELUA): Impact on the OCRC Intake & Investigative Process”</p> <p>Administrative Law Judge, Ohio Civil Rights Commission, Denise Johnson</p>

If you have any questions on certification, please contact Jennifer Payne: certification@ohioshrm.org



Conference Name: 2023 Employment Law and Legislative Conference

RECERTIFICATION CREDIT FORM

Renaissance Hotel (Downtown), Columbus, Ohio · Wednesday, May 17-18, 2023

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: 6.0

Wednesday, May 17, 2023 – 5pm-7pm	
Activity/Program ID: 631220 2.0 Business Credits	“Legislative Reception”
Thursday, May 18, 2023 – 7:30am – 5pm	
Activity/Program ID: 603794 1.0 Business Credit	“Ohio Legislative Leader Update” <ul style="list-style-type: none"> - Speaker of the House, Jason Stephens (R-Kitts Hill); House Minority Leader Allison Russo (D-Upper Arlington); Sen. Minority Leader Kenny Yuko (D-Richmond Heights); Senate President, Matt Huffman (R-Lima); and, Senate Minority Leader, Nickie Antonio (D-Lakewood)
Activity/Program ID: 630820 1.0 Business Credit	“SB1 and HB 12 - A 21st Century Education and Career Readiness System - Connecting Ohio’s Workforce to Employers” <ul style="list-style-type: none"> - The Honorable Bill Reineke, Ohio Senate (R-Tiffin), The Honorable David Dobos, Ohio House (R-Columbus), and Rick Carfagna, SVP of Government Affairs, Ohio Chamber of Commerce.
Activity/Program ID: 630826 1.0 Business Credit	“Controlling the Cost of Healthcare in Ohio – What Employers, HR Professionals and Lawmakers Can Do Help” <ul style="list-style-type: none"> - Chris Ferruso, State Director, National Federation of Independent Business/Ohio (moderator); The Honorable Stephen A. Huffman, Senate District 5, Chairman, Senate Health Committee; and, The Honorable Brian E. Lampton, House District 70, Chairman, House Insurance Committee
Activity/Program ID: 630827 1.0 Business Credit	“A day at the Ohio Statehouse” <ul style="list-style-type: none"> - Speaker of the House, Jason Stephens (R-Kitts Hill) and Senate President, Matt Huffman (R-Lima)



Sessions pre-approved for HR (General) credit

Total: 4.0

Activity/Program ID: 630824 1.0 General Credit	“The Tangled Web We Weave- Navigating the Various Leaves of Absence Employees Take” Brendan Feheley, Director + Chair, Labor + Employment Practice, Kegler Brown Hill + Ritter
Activity/Program ID: 630823 1.0 General Credit	“Common Wage and Hour Violations and How to Fix Them” Sarah E. Pawlicki, Member, Eastman & Smith
Activity/Program ID: 630822 1.0 General Credit	“Employee Privacy - What HR should and shouldn’t know” Anne E. Duprey, Member, Frost Brown Todd
Activity/Program ID: 630821 1.0 General Credit	“Employment Law Uniformity Act (ELUA): Impact on the OCRC Intake & Investigative Process” Administrative Law Judge, Ohio Civil Rights Commission, Denise Johnson

Sessions Pending Credit

Total: 1.0

Activity/Program ID: PENDING	“Protecting Ohio Employers and Workers with Legislative Oversight of Future UI Benefits” Matt Damschroder, Director, ODJFS and State Senator Tim Schaffer
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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.



notes



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2023 OHIO
HR CONFERENCE
WE ARE FAMILY!



Register Today!

 REGISTER

September 20-22, 2023
Kalahari Resort
Sandusky, OH

Confirmed Keynote Speakers:

Johnny C. Taylor, Jr • Bertice Berry

