**Session Descriptions and Speaker Bios**

**Legislative Reception with all 132 members of the Ohio General Assembly**

The morning legislative reception for all conference attendees is designed to help conference attendees feel comfortable meeting and talking with their elected member of the Ohio House and Senate in a small group setting.  All 99 members of the Ohio House and 33 members of the Ohio Senate will be invited for group discussions with SHRM members advocating on HR issues.

This event will provide participants with the opportunity to put their advocacy hats on in a group setting.  Participants will be scheduled to meet with their House and Senate member at this event to discuss two main issues, but also respond to other questions that may arise during the meeting.  This is a unique opportunity to visit with senators and representatives and their staff.  Ohio SHRM will provide participants with a unique chance to let your state legislators know, in person, how pending workplace legislation affects you as an HR professional.  In doing so, you build relationships with legislators and their staff and help them make informed decisions when deciding whether or not to change existing state law affecting your workplace.  Appointments are scheduled by Ohio SHRM volunteers in advance and the morning sessions will familiarize you with current legislative issues as well as teach you how to conduct an Ohio statehouse visit.

**Workplace Application**:

Learn how to be an effective HR advocate to affect public policy affecting your company.  This learning experience includes the importance of advocating for or against an issue that may positively or negatively affect your workplace and benefit or increase your company’s cost of compliance.

**Learning objectives:**

1)  Help attendees become familiar with speaking about important HR issues,

2)  Help attendees become comfortable educating legislators on HR issues, and

3)  Building relationships with legislative leaders on issues affecting the HR profession.

***HR Public Policy: the 114th Congress and the Obama Administration***

The session will look at the outcome of the 2014 mid-term elections and their impact on HR issues before the 114th Congress and on the focus of the Obama Presidency. The workplace public policy agenda and initiatives by the President and Congress will have a real impact on the workplace. This presentation will discuss the key legislative HR-related issues expected in 2015 and will provide an up-to-date analysis of current federal regulatory activity.

**Lisa K. Horn**

**Director, Congressional Affairs**

**Co-Director, Workplace Flexibility Initiative**

As Director of Congressional Affairs, Lisa oversees and directs SHRM’s public policy activities on Capitol Hill on issues important to the HR profession. Lisa also co-directs SHRM’s Workplace Flexibility Initiative and partnership with the Families and Work Institute (FWI). She is responsible for the overall execution of the Society’s partnership with FWI, including outreach efforts to SHRM affiliates, development of products and services for the membership, and coordination with SHRM’s public relations campaign.

As a respected source for research and trend data on flexible work environments, Lisa is one of SHRM’s primary spokespeople on workplace flexibility, regularly interviewed by the media and sought out as a speaker for human resource and business audiences.

Since joining SHRM in 2004, Lisa has served as the organization’s chief lobbyist on health care and workplace flexibility public policy issues on Capitol Hill that impact the human resource profession. Prior to joining SHRM, Lisa worked for the U.S. House of Representatives under former Representatives Bill Barrett (R-NE) and Tom Osborne (R-NE). A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Legislature, while completing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln.

**NLRB Update: New Relevance, New Challenges**

**G. Roger King,**

**Attorney, King Labor Law, Columbus, Ohio**

**Competencies: Business Acumen, HR Expertise**

**Workplace application**: You will gain an understanding of the emerging legal trends coming from the NLRB, including “Ambush” Elections, 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.

**Roger King** served in the Judge Advocate General Corps of the United States Air Force, on the Staff of United States Senator Robert Taft, Jr. and, subsequently, was appointed as Professional Staff Counsel to the United States Senate Labor Committee.

Roger serves as labor counsel to the HR Policy Association and the Ohio Hospital Association. He has testified before both the U.S. Senate and House Labor Committees, is a fellow of the College of Labor and Employment Lawyers, the Advocacy Committee of the American Society for Healthcare Human Resources Association (ASHHRA) and the Executive Committee of the Ohio State Bar Association Labor and Employment Law Section Council. Roger is a nationally recognized author/speaker on employment matters and has represented employers regarding labor and employment issues, both before administrative agencies and in federal and state courts. He has represented the U.S. Chamber of Commerce, the Society for Human Resource Management (SHRM), the HR Policy Association, the American Hospital Association (AHA), and the Coalition for a Democratic Workplace in federal courts on a number of labor law issues, including representing the U.S. Chamber of Commerce in the case of NLRB v. Noel Canning Corporation, challenging President Obama’s recess appointments to the National Labor Relations Board.

**Top 5 Public Policy Issues Affecting HR in Ohio**

**Tony Fiore,**

**Director, Government Affairs, Ohio State Council of SHRM and**

**Of Counsel, Kegler, Brown, Hill + Ritter, LPA (Columbus, OH)**

The typical day of a human resources professional involves making numerous employment decisions and trying to keep up with changes in local, state and federal laws and regulations. During this session participants will learn about the top 5 public policy issues affecting the HR profession in Ohio. The program will also touch on how you, as an HR professional, can have a voice with the legislative and executive branches of government regarding laws that affect you and your company. We will review the good, the bad and the ugly issues facing you as an HR professional in Ohio. If you have ever been frustrated with the cost of compliance with a local, state or federal law or regulation, you should attend this presentation. Educating and advocating proposed changes to the law may seem like a daunting undertaking, but this presentation will give you the knowledge, confidence and tools to effectively do it with ease. Office holders need HR professionals to help them understand how newly proposed laws would affect their business, for better or worse. I offer two important ideas to remember. First, you are the expert! Second, remember a quote by Thomas Jefferson, “America is not governed by a majority, but by a majority of those who participate.”

**Workplace Application**: Learn how to be an effective HR advocate to affect public policy affecting your company. This learning experience includes the importance of advocating against an issue that may negatively affect your workplace and increase your company’s cost of compliance or for an issue that will have a positive impact on your company.

**Learning objectives:**

1. Learning about state HR issues that will either positively or negatively affect Ohio businesses,
2. Developing effective relationships with hometown legislators in the Ohio House of Representatives and Ohio Senate as well as members of the Governor’s Cabinet, and
3. Understanding how HR professionals can influence public policy.

**2015 Administrative Outlook and the Importance of Advocating on HR Issues (Keynote Address: Lt. Gov. Mary Taylor)**

Lt. Gov. Mary Taylor will discuss: (1) what the current state of affairs is in Ohio, (2) what issues may impact HR policy, and (3) why being an HR advocate is important to the legislative process.

**Ohio Lt. Governor Mary Taylor**

Mary Taylor’s goal is to help keep Ohio moving forward.

Taylor was sworn in as Ohio’s 65th Lieutenant Governor on January 10, 2011, the same day Governor John R. Kasich named her to lead [**Ohio’s Common Sense Initiative (CSI)**](http://www.governor.ohio.gov/PrioritiesandInitiatives/CommonSenseInitiative.aspx) to reform Ohio’s regulatory policies, as well as to serve as the director of the Ohio Department of Insurance. These two assignments dovetail together to make Ohio a more jobs – and business – friendly state.  In 2013, CSI reviewed more than 1,500 proposed rules and overall, business rule filings were down by 25 percent compared to the historical average. In addition, 2012 provided a number of opportunities to work directly with businesses to resolve regulatory burdens that were standing in their way. CSI is continuing to review Ohio’s regulatory system to eliminate excessive and duplicative rules that stand in the way of job creation.

Under the leadership of Governor Kasich and Lt. Governor Taylor, Ohio was able to balance its budget and close an $8 billion shortfall. Ohio has outpaced the nation in job growth with more than a quarter million new private sector jobs created since January 2011 and consistently lower unemployment than the nation.

Under Taylor’s leadership, the Ohio Department of Insurance continues to be one of the premier insurance regulatory agencies in the country.  In 2013, the Department helped consumers save $23.5 million while protecting a competitive insurance market for the 1,600 insurance companies licensed in Ohio.

Taylor is no stranger to taking on tough assignments. As the first certified public accountant to serve as Ohio’s Auditor of State, Taylor transformed the office into a nationally-recognized, 21st-century government auditing office. The National White Collar Crime Center praised Taylor for her excellence in fighting and preventing fraud and for recovering millions in misspent tax dollars. The Ohio Society of CPA’s called Taylor one of their “most influential” members.

As a state legislator, Taylor was instrumental in passing Ohio’s 2005 tax reform package that reduced personal income taxes by 21 percent. The measure also eliminated the tangible personal property tax, the corporate franchise tax and the inventory tax imposed on businesses. She was a member of the House Finance, Ways and Means, and Education committees and was recognized by the United Conservatives of Ohio as a “Watchdog of the Treasury.” The National Federation of Independent Business (NFIB), the nation’s largest small-business group, also named Taylor a “Guardian of Small Business” for her outstanding voting record on behalf of Ohio’s small-business owners.

Taylor earned a bachelor's degree in accounting and a master's degree in taxation from the University of Akron. She began her career in 1990 with Deloitte and Touche, one of the “big four” national accounting firms. She joined the Akron firm of Bober, Markey, Fedorovich & Company in 1994, where she served as director of the firm's tax department and senior manager of the employee benefits practice.

She’s been called an “expert” on state budget issues by the Columbus Dispatch and her hometown newspaper – the Suburbanite – called her one of Summit County’s “most influential women.”

Taylor is a life-long resident of northeast Ohio where she lives with her husband, Don, and their sons, Michael and Joe.

**Learning objectives:**

1) Hearing directly from the Lt. Governor on issues that the Kasich Administration is working on that affect HR,

2) Hear about future policies that the Administration will be advocating for that may impact HR policy, and

3) Provide a forum for HR professionals to ask questions of the Lt. Governor regarding HR issues.

**Attending a House or Senate Session**

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 Speaker of the House, Rep. Cliff Rosenberger (House Session)**

Any member of the House may introduce legislation for consideration. Each piece of legislation is referred to a committee for discussion and debate. After legislation has been favorably recommended by a House committee it is scheduled for a House floor vote before moving onto the Senate for further debate and consideration. The House Session is the meeting where all state representatives assemble to cast votes on bills, resolutions, and executive appointments. By law, the House Speaker calls the House to order on the first Monday of January for each new General Assembly. A new General Assembly is established every two years. The 131st General Assembly runs from Jan. 1, 2015 through December 31, 2016. After the first meeting, the House meets at the direction of the House Speaker until all official business is concluded. The House Speaker is given the authority to set session days and times. Dates for session are established every six months and the House typically meets three days a week: Tuesdays at 11:00 a.m., Wednesdays at 1:30 p.m., and Thursdays at 11:00 a.m. At the end of each two year session of the General Assembly, the House adjourns sine die. Sine die is Latin for "without day"; that is, without a future meeting date.

**Ohio Senate President Keith Faber** (Senate Session)

Any member of the Senate may introduce legislation for consideration. Each piece of legislation is referred to a committee for discussion and debate.  After legislation has been favorably recommended by a Senate committee it is scheduled for a Senate floor vote before moving onto the House for further debate and consideration. The Senate Session is the meeting where all senators assemble to cast votes on bills, resolutions, and executive appointments. By law, the Senate President calls the Senate to order on the first Monday of January for each new General Assembly. A new General Assembly is established every two years. After the first meeting, the Senate meets at the direction of the Senate President until all official business is concluded. The Senate President is given the authority to set session days and times. Dates for session are established every six months and the Senate typically meets three days a week: Tuesdays at 1:30 p.m., Wednesdays at 1:30 p.m., and Thursdays at 11:00 a.m. At the end of each two year session of the General Assembly, the Senate adjourns sine die. Sine die is Latin for "without day"; that is, without a future meeting date. If House passed legislation has not been changed in the Senate and is again favorably recommended by a committee and receives a majority of votes on the Senate floor then the legislation is sent to the Governor for his signature.

**Workplace Application**: Learn how the Ohio House of Representatives and Ohio Senate change state laws during the House or Senate Session. This is an opportunity for all attendees to better understand the legislative process by participating in a House or Senate Session. This session offers the live, in person experience of the timeless School House Rock video, “I’m Just a Bill”.  Attendees will be recognized in both Chambers publicly by the leaders of the House and Senate.

**Learning objectives:**

1) Help attendees become familiar with the legislative process,

2) Help attendees become understand legislative sessions where state laws are changed that may impact HR issues, and

3) Share such experiences with other HR professionals around Ohio to produce additional HR advocates.

**Hazed and Confused: The Impact of Marijuana Legalization in CO and WA as well as Ohio’s proposed ballot initiatives**

* **Moderator: Tony Fiore, Director of Government Affairs, Ohio State Council of SHRM and Of Counsel, Kegler, Brown, Hill + Ritter, LPA (Columbus, OH)**
* **Kelley Duke, Ireland, Stapleton, Pryor & Pascoe (Denver, CO)**
* **Cliff Webster, Carney, Badley, Spellman (Seattle, WA)**

**Kelley Duke - Biography**

Kelley Duke is an experienced trial attorney who chairs and leads the firm's litigation practice group. Ms. Duke, a tenacious advocate for her clients, maintains a full trial docket handling a wide range of complex commercial litigation matters. She prosecutes and defends various size companies in a variety of industries, including real estate development and construction, accounting, marketing and public relations, franchises, snow sports, oil and gas, special districts, and ranch properties, on matters that involve, breach of contract, breach of fiduciary duty, antitrust issues, the protection of intellectual property and trade secrets, residential and commercial real estate litigation, development and water rights commerce clause and equal protection claims, employment law issues and construction defect disputes.

A savvy litigator, Ms. Duke knows that going to trial is not always advantageous to the client based on a variety of factors including increasing litigation costs. Therefore, when it's in the client's best interest, she actively mediates issues, working with the opposing side to resolve a dispute quickly and in the most cost effective manner for her client.

Ms. Duke is extremely active in the Foundation of Colorado's Denver Empowerment Council, a group of philanthropic young professional women seeking to effect change and contribute to the empowerment of Colorado's girls and women through economic self-sufficiency. She also co-chairs the organization's Power of Extended Philanthropy (P.E.P.) committee and is a member of the Development Committee. Ms. Duke sits on the endowment board for The Gathering Place, a daytime drop their children and transgender individuals who are experiencing homelessness.

**Cliff Webster - Biography**

**Clifford A. (Cliff) Webster** is a principal with Carney Badley Spellman where he heads the firm's legislative and administrative practice group. Since joining the firm in 1983, he has represented businesses and business and professional trade associations before the state legislature and a variety of state agencies on matters related to taxation, liability, health care, communications, insurance, transportation, environmental regulation, government procurement, business regulation and professional licensing.

The [**government affairs practice**](http://www.carneylaw.com/practiceareas/getProfile.asp?practiceID=26) of Carney Badley Spellman is the largest and most active law firm government affairs practice in Washington and features lawyers whose practices are committed exclusively to lobbying. News articles in the *Spokesman-Review*, the *Seattle Weekly* and *The Olympian* have variously described the firm's lobbying practice as "top-tier" and "high-powered," and the state's "mega-lobbying firm."

Mr. Webster has been called one of a handful of "lobbyists to call to get things done" in the state capital by *Washington Law & Politics*. The magazine profiled him as one of five lobbyists "whose high levels of integrity, know-how and people skills have garnered [him] respect and influence on both sides of the aisle." In 2006 and 2011 – 2014, Mr. Webster [**was named**](http://www.superlawyers.com/washington/lawyer/Clifford-A-Webster/9436ad7d-534b-4884-9c75-8fe5d1c1126c.html)a *Super Lawyer* in political law and government relations. No attorney-lobbyist has been recognized as a *Super Lawyer* more often. *Seattle Business Monthly* identified him as "one of Olympia's elite lobbyists" who has "become one of Washington's most sought after and successful lobbyists." *The News Tribune* (Tacoma) said "Webster is charismatic and clearly enjoys his job." The *Seattle Weekly* has added "Webster is a high-powered lobbyist." *The Olympian* has written: "[Carney's] best-known face among lobbyists is Cliff Webster, who has played prominent roles on behalf of pharmaceutical companies on such issues as limiting liability in malpractice and product damage cases."

Mr. Webster also has experience working on a number of ballot measures in the last decade–Initiative I-330 (Medical Malpractice Reform); Referendum 67 (Insurance); Initiative 1107 (Food & Beverage Taxes); Initiative 522 (GMO Labeling).

Mr. Webster is chairman of the Washington Liability Reform Coalition and served on the board of directors of the American Tort Reform Association. In 2004, he served a one-year term as chairman of SCG Legal. He is a former member of Seattle's ACT Theatre board of trustees.

Mr. Webster authors the Washington chapter of *Lobbying, PACs and Campaign Finance: 50 State Handbook*, published by WEST/Thomson Reuters.

Two of Mr. Webster's clients have been recognized by their national organizations for outstanding state government affairs programs: the Associated Builders & Contractors (Western Washington Chapter), 2004 ABC Chapter Award for Excellence in Government Affairs; and the American Institute of Architects/Washington Council, 2006 Component Excellence Award for Overall Government Affairs Program.

Mr. Webster previously worked for U.S. Senator Slade Gorton (R-WA), and was chief deputy prosecuting attorney in Chelan County, Washington.

**POTUS v. Congress: Immigration Reform and the top 5 things HR managers should know**

**Kenneth Robinson – Biography**

**Kenneth J. Robinson**

**Slowik & Robinson, LLC**

Founding member of Slowik & Robinson since 2003. Immigration law practitioner since 1998.

With 15 years of business and immigration law experience, Mr. Robinson is expert in the full gamut of business and family immigration matters, including alien labor certification (“PERM”) and the employment-based green card process; H-1B, TN (NAFTA), L-1A and L-1B visas. O. P, E-1, E-2, and family-based immigration matters (K-1, hardship waivers, and family-based adjustment of status), as well as experience in facilitating business travel of foreign staff or visitors to the U.S. Also, he counsels employers and non-immigration co-counsel on e-Verify and I-9 compliance issues.

Mr. Robinson is a graduate of The Ohio State University Moritz College of Law (J.D.) and Miami University, Oxford (B.A. in Diplomacy and Foreign Affairs, *cum laude*). His international education and experience includes the Ecole Superior de Commerce De Nantes Atlantique in Nantes, France; the John E. Dolibois European Center in Luxembourg; and the Directorate of Human Rights in Strasbourg, France.

An entertaining speaker, Mr. Robinson is often sought out and quoted on topical immigration issues in publications such as the *Columbus Dispatch*, *Columbus Business First*, and *The Daily Reporter*. He has given immigration law presentations to the Ohio State and Columbus Bar Associations, the Employers Resource Association, university groups and clubs, local Chambers of Commerce, Rotary Clubs, social service and other business groups

Since 2003, Mr. Robinson has served as Special Counsel on immigration law matters to the Office of the Ohio Attorney General. He has also, since 2003, served as Adjunct Professor of Immigration & Nationality Law in the Capital University Paralegal Program. He has repeatedly been recognized as a “Rising Star in Immigration Law” and is a Past President of the Board of Trustees of Community Refugee Immigration Services in Columbus and currently serves as Board Member to the Columbus Literacy Council. He is a longstanding member of the American Immigration Lawyers Association.

Mr. Robinson is also certified by the National Hockey League Players Association as a Player Representative and works with a sports agency, Edge Sports Management (Pound Ridge, NY) in related matters.