

Announcing Conference Speakers

Ohio SHRM Employment Law + Legislative Conference Speakers

Wednesday, May 15, 2024

1:00 – 1:05p.m. Welcome and Introduction



[Tony Fiore](#) serves as the volunteer Director, Government Affairs for the Ohio SHRM State Council. He is a Director with the law firm Kegler Brown Hill + Ritter LPA in Columbus, Ohio. Tony has been advising companies and associations of all sizes for over 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 Fortune 15 companies, 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.

1:05 – 2:05p.m. Ohio’s 66th Lieutenant Governor, Jon Husted



As Ohio’s 66th Lt. Governor, [Jon Husted](#) leads with a focus on economic and workforce development and has championed the administration’s efforts to strengthen the economy, use technology to transform the way government operates, and build opportunity for every Ohioan. Lt. Governor Husted oversees the [Ohio Common Sense Initiative \(CSI\)](#) and serves as the Director of both the [Governor’s Office of Workforce Transformation](#) and [InnovateOhio](#). Of all his responsibilities, Lt. Governor Husted considers his most important role as that of a loving husband to his wife Tina, and father to Alex, Katie, and Kylie.

Learning objectives:

- 1) Hear directly from the Lt. Governor of the State of Ohio
- 2) Provide an opportunity to ask questions of the Lt. Governor and provide feedback.
- 3) Interact with the Lieutenant Governor regarding issues facing the HR community.

2:05-3:05p.m. Second Chance Hiring + Sealing Criminal Records Panel

Session description: Certain Ohioans have things that have happened in their past, but that past should define who they are or who they can be in the future. Employers need honest, hard-working, competent, responsible, and drug-free people to help their companies thrive. When making hiring decisions regarding individuals that may have run into trouble in the past employers want some assurance that they will be reliable employees and stay out of trouble in the future. This session will dive into pending legislation and issues surrounding second chance hiring.

Learning objectives:

- 1) Hear directly from legislators addressing second chance hiring.
- 2) Provide an opportunity to ask questions of legislators and provide feedback on concerns.
- 3) Interact with a business owner that has made several second chance hiring decisions.



State Representative Bill Seitz - A lifelong resident of western Hamilton County, State Representative Bill Seitz has worked to represent the best interests of the Greater Cincinnati area at the Statehouse. Known for his colorful floor speeches and legal acumen, in a 2016 ranking of all 132 legislators published by Columbus Monthly Magazine, Seitz was rated best speechmaker, savviest, funniest, and most knowledgeable and was also recognized as second most effective and hardest working. He has put these talents to good use on issues that matter to his constituents. Seitz began his public service career as a member of the Cincinnati Board of Education and the St. Antoninus Parish Education Commission. He was twice elected Green Township Trustee, where he also served as president of the Hamilton County Township Association. He has never forgotten his local government

roots. Beginning in 2000, Seitz served in the Ohio House of Representatives for almost seven years. There, he rose through the ranks, serving as Majority Whip and Assistant Majority Whip and chair of the Civil and Commercial Law Committee. Seitz then went on to serve in the Ohio Senate from 2007 to 2016 before returning to the Ohio House where he is now serving the 30th House District in his third consecutive term. In the Senate, Seitz served as Chairman of the Public Utilities Committee and Vice-Chairman of the Government Oversight & Reform Committee.



State Representative Josh Williams is an incredible example of the power of persistence, hope, and determination. He went from a homeless high school dropout to an attorney, but there were a lot of challenges and obstacles along the way. After dropping out of high school, he went to work to support his young son. He was hurt on the job after falling 30 feet and was disabled for six years because of a serious back injury. Josh credited a change in his mindset as motivation to overcome his injury. He dedicated to stop looking at himself as a victim of his circumstances. Josh says his mindset went from "Why Me?" to "Why Not Me?" After getting his GED, Josh started college at the age of 30. By the time he was 35, he was graduating from law school. Josh is a shining example of hard work and determination paying off. Josh's journey from high school drop out to attorney at law has shaped his view of society and has inspired him to overcome any challenge he faces.

After graduating from the University of Toledo College of Law with his juris doctorate (J.D.) Josh decided to give back and help shape our youth by teaching at Adrian College. He currently teaches constitutional law, criminal law, and criminal procedure in the undergraduate criminal justice programs.



[Representative Latyna M. Humphrey](#) was born in [Columbus, Ohio](#) and attended [Columbus East High School](#). She earned an Associate of Arts degree from [Columbus State Community College](#) and attended Franklin University and sought a Bachelor of Science in applied psychology from Franklin University.

She has dedicated her career to uplifting people in poverty and making our community more equitable for everyone. Community service is not new to Rep. Humphrey as she helped with aid during the Flint Water Crisis. There, she volunteered to help with data entry for the American Red Cross and served at local food kitchens. This experience led her to get involved here in Columbus with local organizations such as the YWCA, YMCA, Central Ohio Young Black Democrats, NAACP-Columbus, and the Franklin County Democratic Party where she serves as Secretary of the Central Committee. In 2019, Rep. Humphrey became the Community Outreach Coordinator for Franklin County Auditor, Michael Stinziano. Later, she joined the Franklin County Court of Common Pleas as Bailiff to the Honorable Judge Carl A. Aveni, II. In addition, Rep. Humphrey is a two-time author and has been featured in multiple national publications and was guest speaker at Columbia University, The Ohio State University, the National Society of Leadership and Success, Brooklyn College, Hampton University, and many others.



[John Rush](#), **Founder/CEO, Clean Turn** - John Rush the Founder & CEO of CleanTurn, Third Way Coffee House, 180 Demo and Rush Real Estate Holdings. John is a social entrepreneur with a distinct focus on changing the paradigm of how we think about the relationship between business and the social sector. After serving as a Sergeant in the US Marine Corps, John devoted his career on building small businesses designed to provide supportive employment and housing for individuals with significant barriers to employment. Generating over \$20m in economic impact and creating over 5,000 supportive employment opportunities, John and the teams he has been a part of have demonstrated the business and social service sectors do not need to operate in silos. John is an avid student, loves to read as a

hobby and has five graduate degrees with concentrations in Theology, Philosophy, History, Urban Studies, Nonprofit Management and Business including an MBA from Kellogg School of Management at Northwestern University. John and his wife Deborah have eight children and live on the West side of Columbus.

3:15-4:15p.m. Minimum Wage Constitutional Amendment – How Will It Impact Your Business?

Session description: In 2006, Ohio passed a constitutional amendment increasing the minimum wage depending on inflation each year. In 2024, the state’s minimum wage in 2024 increased by 35 cents per hour to \$10.45 per hour. Tipped workers received a 20-cent boost to \$5.25 per hour. These amounts apply to businesses that gross at least \$385,000 per year. On November 5, 2024 Ohioans will vote on another effort to raise the minimum wage through a constitutional amendment. This effort aims to eliminate the tip-credit and boost the non-tipped minimum wage to \$15 per hour by Jan. 1, 2026. After that date, the wage increase would depend on inflation. But business groups and tipped employees are speaking out in opposition to the proposal. This session will dive into the proposed constitutional amendment as well as arguments for and against the measure.

Learning objectives:

- 1) Learn about a proposed constitutional amendment that will be on the November 2024 ballot.
- 2) Provide an opportunity to ask questions of trade association executives on the issue.
- 3) Interact with business leaders to provide feedback on how the issue will affect their company’s operation.



Tod Bowen - As the Ohio Restaurant and Hospitality Alliance’s Managing Director of External Affairs and Government Relations, Tod leads the external affairs and government relations teams at the Ohio Restaurant and Hospitality Alliance (ORHA), which represents the third-largest private sector employer in our state with 23,912 locations, more than 543,000 employees and \$30.0 billion in total sales in our Buckeye state. As the primary restaurant advocate in the State of Ohio, Tod understands the importance of food safety as Job #1 of every foodservice business. Tod has strong relationships at the Ohio Departments of Health and Agriculture and with local health department leaders throughout the state. Tod has participated in multiple stakeholder working groups and panels related to food safety. Tod regularly speaks to and will always advocate for strong

partnerships between the regulator and the regulated as one of the most effective ways to lift food safety and foodservice vibrancy in Ohio.



Gordon M. Gough - Gordon serves as the President and Chief Executive Officer for the Ohio Council of Retail Merchants. The Ohio Council of Retail Merchants (Council) is one of the most respected state associations in the nation. We have been serving the interests of Ohio’s retail and wholesale industries since 1922. Our 7,000 plus members rely on the expertise and passion of the Council leadership to promote and support initiatives that pave a positive path for the state’s retail community. The Council maintains a robust membership that includes companies that range from Fortune 25 corporations, influential regional businesses, and local enterprises that operate on Main Streets across Ohio.



[Chris Ferruso](#) - Chris Ferruso was named the state director for Ohio NFIB on April 3, 2023. NFIB is the states leading small business association, promoting, and protecting the rights of its members to own, operate and grow their business Today, hundreds of thousands of small and independent business owners across America are NFIB members, united by one mission: to promote and protect your right to own, operate and grow your business. Ferruso previously served as NFIB's state member benefits manager and, since 2010, as the organization's state legislative director, advocating on behalf of NFIB's 21,000 Ohio members in the state legislature. Ferruso, a native of northeast Ohio, also chairs the Ohio Alliance for Civil Justice, a coalition dedicated to improving and

preserving a fair and balanced civil justice climate in the state. Ferruso holds a bachelor's degree in political science from Ohio State University. He lives in Westerville with his wife, Melissa, and their sons, Nicholas, and Jack.

4:15-5:15p.m. Ohio's Unemployment System Post-Pandemic and Future Integrity

Session description: Ohio's unemployment rate has stabilized since the end of the pandemic, but several improvements have been made to the UI system while other integrity measures have been proposed. During this session panelists will discuss important changes at the agency to improve UI integrity as well as recent law changes and other proposals to help protect against future problems, including [SB 31](#). This bill 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.

Learning Objectives:

- 1) Provide attendees an overview of the problems caused during the COVID-19 pandemic with Ohio' unemployment compensation system.
- 2) Examine ways of preventing future problems with the UI system.
- 3) Enable attendees to speak directly with a legislative and administrative leaders changing public policy that will impact Ohio employers, employees, and taxpayers.



[Matt Damschroder](#) was appointed director of the Ohio Department of Job and Family Services (ODJFS) by Governor Mike DeWine in March 2021. Director Damschroder is no stranger to the important work of children services agencies. In addition to having been foster parents, he and his wife have two adopted children. He understands how adoption and foster care can change a child's life - and the lives of the adoptive and foster parents. Prior to joining ODJFS, he served as director of the Ohio Department of Administrative Services (DAS) since January 2019. While at DAS, Damschroder brought a focus of customer service to the agency. Under his direction, there was a renewed effort to provide innovative and secure technology through the Office of Information Technology and its

InnovateOhio Platform. He also focused on customer-centric improvements to the Ohio's procurement functions and helped further Governor DeWine's efforts to improve diversity, equity, and inclusion in state government, including making Ohio a model employer for individuals with disabilities.



[State Senator Tim Schaffer](#) - A lifelong resident of Central and Southeast Ohio, Senator Tim Schaffer is currently serving in his third term in the Ohio Senate serving the 20th district which encompasses Fairfield and Licking counties, as well as portions of Perry County. Senator Schaffer was first elected to the Ohio House in 2000. After serving three terms he was elected to the Ohio Senate in the 31st district. He returned to the House in 2015. Senator Schaffer has worked tirelessly at the Statehouse to fight government corruption, reduce taxes and protect children & families from predators. Additionally, Senator Schaffer has worked on numerous economic development projects in his districts, leading to the retention and creation of hundreds of jobs. A veteran legislator, Senator Schaffer is serving as Chairman of the Senate's standing committee on Agriculture and Natural Resources as well as a member of the standing committees on Insurance, Rules and Reference, Transportation, and Ways and Means.



[Douglas J. Holmes](#) serves as the President and CEO of UWC - Strategic Services on Unemployment & Workers' Compensation. Established in 1933 – UWC Strategic Services on Unemployment & Workers' Compensation (UWC) is the only broad-based, country-wide association exclusively devoted to representing the interests of the business community on national unemployment insurance (UI) and workers' compensation public policy issues.

5:30-7:30p.m. 135th General Assembly Legislative Reception with Conference Attendees



All 2024 Ohio SHRM Employment Law + Legislative Conference attendees, State Council and HR Conference Committee members will have the opportunity to interact with House and Senate members from their respective districts as well as many others from around Ohio to discuss public policy issues affecting the HR profession. This legislative reception will take place on the rooftop terrace at the Renaissance Downtown Columbus Hotel.

Learning objectives:

- 1) Provide the opportunity to connect with House and Senate members from their respective districts.
- 2) Discuss public policy issues affecting the HR profession with lawmakers.
- 3) Engage with other HR professionals to discuss workplace issues.

Thursday, May 16, 2024

8-9a.m. The Tangled Web We Weave- Navigating the Various Leaves of Absence Employees Take

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.

Learning objectives:

- 1) Give attendees an overview of the various types of leave laws.
- 2) Provide attendees with employer obligations under each law.
- 3) Outline strategies for handling difficult cases regarding leave laws.



Brendan Feheley, Director + Chair, Labor + Employment Practice, Kegler Brown Hill + Ritter, LPA - Feheley practices primarily in the employment law area, representing management in all aspects of employee relations law; he also regularly represents clients in workers' compensation matters. He has been with the firm since 2005. Brendan advises clients regarding personnel issues, including hiring and firing lawfully, FMLA compliance, drug and alcohol testing, Fair Labor Standards Act compliance, and government contracting. He also has experience in the development and preparation of employment agreements, employee handbooks, confidentiality and non-compete agreements, affirmative action plans, separation agreements and releases, and independent

contractor agreements. Additionally, Brendan represents clients in initiating non-compete and trade secret litigation and in responding to EEOC, OCRC and state agency discrimination charges. Another aspect of Brendan's practice is the representation of management as it relates to union-related issues. He is experienced in matters regarding structuring responses to union organizational attempts, collective bargaining negotiations, grievances, arbitration and more. Brendan also assists Ohio employers with all aspects of workers' compensation defense and represents them at administrative hearings. He defends employers in workers' compensation matters in the courts of common pleas throughout Ohio, as well as in the Ohio courts of appeal and Ohio Supreme Court.

Session description: The need to more closely connect the job provider community with K-12 and higher education graduates has never been greater. Without big ideas and change workforce connectedness may never become a reality. This session will focus on the restructuring of both the Ohio Department of Education and State Board of Education into the Department of Education and Workforce Development to provide stronger emphasis on workforce skills and career readiness.

Learning objectives:

- 1) Provide attendees with an overview of the newly created Department of Education and Workforce Development.
- 2) Give attendees the opportunity to hear from the agency director, the legislative bill sponsor, and the business community on the importance of the new agency and its focus.
- 3) Offer attendees the opportunity to ask questions of these thought leaders and ask questions.



Stephen D. Dackin - Preparing students for success means understanding the connections between the classroom, real-world experiences, and the knowledge, skills, and opportunities needed for a bright future. With more than 40 years working in multiple educational settings, Stephen D. Dackin has amassed extensive experience in state education policy, instructional leadership, postsecondary education, and workforce readiness. Director Dackin's career has been guided by a personal focus to work in service to children and families. Prior to being appointed as director of the Ohio Department of Education and Workforce by Ohio Governor Mike DeWine, Director Dackin served in roles ranging from a classroom educator, school and district leader, and at the former Ohio Department of Education, the State Board of Education, and in higher education.



Bill Reineke represents the 26th District in the Ohio Senate, which includes Union, Crawford, Marion, Morrow, Sandusky, Seneca, and Wyandot counties. He is currently serving his first term as State Senator. He is the Chair of the Senate Energy and Public Utilities Committee and the vice chair of the Transportation Committee. His foremost priority is workforce development and job creation, which he pursues as a member on the Governor's Executive Workforce Board. Senator Reineke previously served three terms in the Ohio House of Representatives. He has worked closely with the Seneca County Chamber of Commerce, Tiffin Seneca Economic Partnership, Tiffin Tomorrow, and Tiffin Rotary Club as a business owner in Tiffin and now representing the district in Columbus.



Rick Carfagna - Rick serves as Senior Vice President of Government Affairs for the Ohio Chamber of Commerce. In this position, he is responsible for leading the Chamber's legislative team and overseeing the Chamber's public policy agenda. Carfagna formerly served three terms in the Ohio House of Representatives, representing the eastern half of Delaware County and all of Knox County. His tenure included a role in House leadership as Assistant Majority Floor Leader, where he helped develop and implement the majority caucus' policy agenda. He also spent time as Chair of the House Finance Subcommittee on Higher Education and as Vice-Chair of the House Public Utilities Committee. He also had measures enacted that combat human trafficking, stabilize mental health emergencies, provide customer protections to parents of children in daycare, and provide greater access to, and emphasis

on, computer science offerings in K-12 education.

10 – 10:10a.m.

Break

10:10-11:10a.m.

Workers' Compensation and Workplace Safety Issues

Session description: The Ohio Bureau of Workers' Compensation helps injured workers and their employers cope with workplace injuries. It pays medical benefits and lost wages to employees who are injured or become ill on the job. It also provides safety training, consulting, and other services to employers to promote safe work environments. The Ohio Industrial Commission (IC) conducts over 98,000 hearings annually and most of these hearings take place within 45 days of the original claim appeal. The IC provides an efficient forum for appealing Ohio Bureau of Workers' Compensation (BWC) and self-insured employer decisions. This session will provide attendees with an overview of workplace safety/injury issues of importance for the HR community and employers.

Learning objectives:

- 1) Provide attendees with an overview of current workplace safety issues and programs.
- 2) Give attendees insight into how HR professionals can interact with both agencies.
- 3) Offer the opportunity to ask questions of executive leaders in each agency.



John Logue - In Jan. 2023, John Logue was appointed as the Bureau of Workers' Compensation (BWC) Administrator. As Administrator, he leads one of the largest state-run insurance systems in the United States with a staff of nearly 1,600 who serve 257,000 employers. Administrator Logue joined BWC back in 2019 as Chief of Strategic Direction. In this role, he led the Division of Safety & Hygiene, and the offices of Analytics, Business Intelligence, Data Warehouse, Business Transformation, and creation of the Workplace Safety Innovation Center. In November 2020, Logue was appointed as BWC's Interim Administrator and stayed in the role until August 2021 when Administrator McCloud returned from the Ohio Department of Health. Upon McCloud's return, Logue continued his previous role as Chief of Strategic Direction until being reappointed as Administrator. Logue was also appointed to the Ohio Task Force on Volunteer Fire Service by Governor DeWine in 2022.



Cheri L. Hottinger - Mrs. Hottinger was appointed as the Public Member of the Industrial Commission of Ohio by Governor Mike DeWine with service beginning in July 2023. Cheri has dedicated most of her career to helping a wide variety of constituencies, with a particular focus on public service. Throughout her career, Cheri has accumulated vast business knowledge, beginning in 1995 when she led the operations of the Jay Company, Inc., an industrial electrical contractor, in partnership with the IBEW, Local 1105. In addition to her administrative duties, she worked closely with labor representatives, while serving on the Health & Welfare Board of Local 1105. Cheri was also involved with matters that included evaluating internal workers' compensation claims, oversight of premiums, safety compliance and risk assessment. Cheri later entered public service

when she was elected Councilwoman-At-Large for the City of Newark, Ohio, a position she held from 2000-2003 and, again, from 2021-2023.

11:10-12:10p.m. Employment Law Uniformity Act (ELUA): Impact on the OCRC Intake & Investigative Process

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.

Learning objectives:

- (1) Participants will learn about the post ELUA charge intake process, investigation, and opportunities for mediation.
- (2) Participants will be provided with data regarding the number and types of charges with an emphasis on post ELUA increase in retaliation and aiding and abetting claims.
- (3) Participants will be provided with information regarding employment case trends resolved through the administrative process in addition to NORTS charges that have the potential for litigation and resolution in state court.



[Denise Johnson](#), Administrative Law Judge, Ohio Civil Rights Commission - Denise M. Johnson has held the position of Chief Administrative Law Judge for the Ohio Civil Rights Commission since May of 2005. The Ohio Civil Rights Commission enforces Ohio's anti-discrimination laws, charged with the responsibility of eliminating discrimination in the areas of employment, housing, public accommodations, credit, and discrimination against the disabled by an educational institution. Ms. Johnson received her law degree from Capital University Law School. She is a member of the Ohio bar and has been licensed to practice in federal court. The positions that she has held during her legal career include the following: In-house Counsel for Huntington National Bank, Chief of the Civil Rights Section of the Attorney General's Office, Staff Attorney for the Attorney General's Office in both the Civil Rights and the Charitable Foundations Sections. Ms. Johnson has conducted numerous trainings for private and public sector employers on employment discrimination law. She is a member of the Ohio State Bar Association.

12:10-12:30p.m. Lunch

12:30-1:30p.m. Federal Update from the U.S. Department of Labor

Session description: There are several labor issues of interest to HR professionals pending before the U.S. Department of Labor, including the FLSA rule on overtime exemptions, Employee Benefits Security Administration rule on healthcare protections for consumers under the ACA, Unemployment Insurance (UI) integrity measures, and much more. During this session the Solicitor of Labor will address some of these important issues. The Office of the Solicitor (SOL) ensures that the nation's labor laws are forcefully and fairly applied to protect the Nation's workers. SOL fulfills its mission by representing the Secretary and the client agencies in all necessary litigation, including both enforcement actions and defensive litigation, and in alternative dispute resolution activities; by assisting in the development of regulations, standards, and legislative proposals; and by providing legal opinions and advice concerning all the Department's activities.

Learning objectives:

- 1) Hear directly from Solicitor of Labor within the U.S. Department of Labor
- 2) Provide attendees with up-to-date information affecting federal labor + employment laws.
- 3) Give human resources professionals the ability to ask questions and provide feedback on issues impacting the workplace.



Seema Nanda, Solicitor of Labor, U.S. Department of Labor

Seema Nanda served in leadership roles at the U.S Department of Labor in the Obama - Biden Administration, including Chief of Staff, Deputy Solicitor, and Deputy Chief of Staff and Senior Advisor to the Secretary. Before that, Nanda led the now-named Office of Immigrant and Employee Rights Section of the U.S. Justice Department's Civil Rights Division and worked at the National Labor Relations Board and as an associate in private practice. Nanda has also served as CEO of the Democratic National Committee and as COO and Executive Vice President at the Leadership Conference on Civil and Human Rights. Nanda was also a fellow at Harvard Law School's Labor and Worklife Program. She graduated from Brown University and from Boston College Law School.

1:30-2:30p.m.

Managing a Workforce of Over 20,000 + Parental Leave

Session description: Human resource professionals face several challenges every day in trying to attract and retain a talented workforce. Trying to find the right balance between wages, benefits and paid time off can be different for every employee. This session discusses the state's recent changes to parental leave, a skills based hiring initiative (from the Governor's EO 2023-10D), and its mentorship program (from the Governor's EO 2023-02D).

Learning objectives:

- 1) Provide attendees with an overview of the state's current parental, skills-based hiring, and mentorship program issues.
- 2) Give attendees insight into how HR professionals implement similar policies.
- 3) Offer the opportunity to ask questions of the executive leader overseeing the state's workforce.

Kathleen C. Madden



Kathleen C. Madden was appointed Director of the Ohio Department of Administrative Services (DAS) by Governor Mike DeWine in July 2021. Prior to joining DAS, Madden served as Chief of Staff for the Ohio Department of Health (ODH) where she managed agency operations and critical projects and provided oversight and guidance to staff. Prior to joining ODH, she served as Assistant Director of the Ohio Office of Budget and Management (OBM). She has extensive experience managing fiscal, legal, and IT operations and previously served as Chief of Human Resources and Labor Counsel for then-Attorney General Mike DeWine. Other previous positions include serving as Director of the Office of Community Schools in the Department of Education, Administrator of the

DAS Office of Human Resources Policy, and Assistant Chief Legal Counsel at OBM. Prior to joining state service, she was engaged in the private practice of law focusing on labor and employment matters. A native of Mount Sterling, Kathleen holds a J.D. from Capital University and a B.S. in Business Administration and Political Science from Otterbein University.

2:30-3:30p.m. Addressing an Aging Workforce as Employees Care for Parents at Home or in Facilities

Session description: The U.S. Bureau of Labor Statistics (BLS) projections show that the role of older workers will continue to grow over the next decade. Adults ages 65 and older are projected to be 8.6% of the labor force in 2032, up from 6.6% in 2022. Older adults are projected to account for 57% of the labor force growth over the next decade. The aging workforce comes at a time when employees are caring for parents at home or in a Medicare/Medicaid facility. This session will focus on the resources available through the Ohio Department of Medicaid and the Ohio Department of Aging to help employers, employees and human resource professionals address these issues.

Learning objectives:

- 1) Provide attendees with an overview of current aging and Medicaid issues.
- 2) Give attendees insight into how HR professionals can interact with both agencies.
- 3) Offer the opportunity to ask questions of executive leaders in each agency.



Ursel McElroy

Ursel McElroy was appointed as Director of the Ohio Department of Aging by Governor Mike DeWine in January 2019. As the leader of Ohio's State Unit on Aging, McElroy represents the interests of older Ohioans, administers the State Plan on Aging, and oversees the coordination of long-term services and supports funded by the federal Older Americans Act, Medicaid, and other federal, state, and local dollars. McElroy has more than 25 years of experience in local and state government, holding key positions at the Ohio Department of Youth Services, Ohio Department of Job and Family Services, and the Ohio Attorney General's Office – where she served as deputy director of education and policy for a decade, managing education, policies, programs, and initiatives impacting victims of crime, such as domestic violence, sexual violence, victim notification, and crimes committed against children, older adults, and people with disabilities. She chaired the Attorney General's Elder Abuse Commission and managed the establishment of the Ohio Elder Justice Initiative.

Maureen Corcoran



Maureen Corcoran was appointed as Director of the Ohio Department of Medicaid by Governor Mike DeWine. She is the President and founder of Vorys Health Care Advisors where she worked on a variety of health care policy issues and with several provider groups. Prior to this, she gained extensive experience in public service as the Assistant Deputy and Acting Deputy for Medicaid at the Ohio Department of Jobs and Family Services. She also served as a Human Services Policy Advisor to Ohio Governor Richard Celeste and as the Chief of the Office of Healthcare Cost Containment policy for the Ohio Department of Health.

2024 Ohio SHRM Employment Law + Legislative Conference

Wednesday, May 15th + Thursday, May 16, 2024

Renaissance Downtown Columbus

Program: 5/15 (1- 5pm) + 5/16 (8am-3pm)

Legislative Reception: 5/15 (5pm-7pm)

The 2024 Ohio SHRM State Council's annual Employment Law + Legislative Conference is rapidly approaching.

[Register](#) today to reserve your spot to get up-to-the-minute intelligence and meet with key federal and state agency executives, legislators and policymakers.

Full-two day registration (which covers the cost of breakfast, lunch & materials) is:

- \$200 per person (through January 15, 2024)
- \$275 (January 16, 2024 through April 30, 2024)
 - \$325 (April 30 – May 15, 2024)

Cost:

- Student Rate: \$50 (Does not apply if you work full time in HR and are not a registered student)
- One registration fee for either the local chapter legislative director or president will be at no charge. Click [HERE](#) to email Tony Fiore for the discount code.

SPONSORSHIP OPPORTUNITIES ARE AVAILABLE!

- Platinum Sponsorship: **Prominent signage & four registrations to the event - \$2,000**
- Gold Sponsor: **Prominent signage & three registrations to the event - \$1,500**
- Silver Sponsor: **Prominent signage & two registrations to the event - \$1,000**
- Bronze Sponsor: **Signage - \$500**

Click [HERE](#) to make your online sponsorship purchase.

Email Tony Fiore for more information on sponsorships or call 614.462.5428.