



Legislative Conference 2021

Tuesday, December 7, 2021

11:30 am—5:30 pm

Italian Community Center

631 E Chicago St | Milwaukee, WI 53202



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Legislative Conference Agenda

11:30am—12:00pm | Registration / Lunch

12:00pm—1:00pm | What You Need to Know About OSHA's Vaccination Mandate

Description:

The rules have arrived and now employers need to understand and prepare for the requirements outlined in OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard (ETS) Interim Final Rule. Find out the latest on the legal challenges underway and other challenges that may come. Prepare now and learn what HR professional should be doing not only to comply, but to work with their existing and future workforce.

Learning Objectives:

- Review the ETS and CMS Rules.
- Discuss the current litigation surrounding the rules and its implications for HR professionals.
- Consider the impacts of other potential litigation.
- Prepare now for legal compliance.
- Additional considerations beyond compliance that consider the current and future employees and their feelings on this issue.

Sarah Platt (Ogletree Deakins)

Sarah finds proactive and practical ways to address issues that could otherwise limit the success of employees and companies. She works with clients to analyze diversity, equity and inclusion data and conduct proactive pay equity audits to identify risks and implement change.

She frequently provides training to clients relating to harassment, respect in the workplace, accommodations and leave management, FMLA compliance, pay equity and other legal requirements and best practices.

Sarah also counsels clients every day through challenging leave and accommodation issues under the ADA, FMLA, FFCRA, and state laws. She works with employers to avoid litigation, to create a strong record, and to defend employment actions should it be necessary.

Sarah received her undergraduate degree from Georgetown and her law degree from De Paul.

1:00pm—2:00pm | 2021 Federal and State Legislative and Legal Update: What Employers Need to Know

Description:

It can be challenging for employers to stay on top of constantly evolving workplace regulations. Learn the latest developments on federal and state laws and regulations affecting human resource professionals. This presentation will provide practical guidance to respond to and prepare for the changes that have occurred and the ones to anticipate in the year ahead.

Learning Objectives:

- Provide an update on various federal and state employment law topics and regulations impacting the workplace.
- Provide participants an overview of potential legislation currently pending at the federal and state level and its effect on human resources.
- Provide analysis and guidance based on recent federal and state case law and its effect on the workplace and the human resource profession.
- Identify legislative priorities for 2022.

Rebeca M. López (Godfrey & Kahn)

Rebeca is a Senior Associate who has dedicated her career to advising Human Resources professionals, their employers, businesses and organizations regarding employment laws. Rebeca assists clients with a wide variety of labor and employment matters, including the management of day-to-day employment issues, wage and hour and discrimination complaints, litigating federal and state discrimination claims, and conducting unlawful harassment investigations. Rebeca works with clients to draft and enforce employment, severance, arbitration, restrictive covenant and independent contractor agreements.

Rebeca graduated *magna cum laude* from Marquette University Law School. She understands first-hand the unique challenges faced by supervisors and human resources professionals and uses that experience to offer practical business-driven solutions that respond appropriately to employee issues while mitigating legal risk.

2:15pm—3:15pm | The Ever-Changing World of Employee Benefits Compliance

Description:

There has been a lot of legislation over the past 24 months in the employee benefit space and there are many items coming into effect starting in 2022. Many employers have little understanding of their current responsibility related to The Mental Health Parity Rule that went into effect in 2021 and the upcoming items for 2022, 2023, and 2024 (Patient Balance Billing, New Employer Reporting Requirements, Healthcare Price Transparency, Removal of Gag Clauses for Issuers and TPAs, and much more). This program will provide the information you need now.

Learning Objectives:

- Review the current legislation affecting benefits and how HR should respond today.
- Review legislation that is coming online in 2022 and 2023 and outline the steps that can be taken in the months ahead to be ready when these regulations are in full force.
- Review proposals for additional changes and some of the challenges they will bring for HR professionals.
- Generally, to review best practices for dealing with employee benefit issues.

Bob Radecki (Benefit Comply)

Bob Radecki has over 30 years' experience in the HR and employee benefits industry helping employers deal with difficult benefit and compliance matters. Bob founded, and for over 10 years, served as President of A.E. Roberts Company, a nationally recognized compliance consulting and training firm. Bob was also the principal HIPAA consultant to a number of health insurance companies, and is recognized as a leading expert on a variety of benefit compliance issues including COBRA, FMLA, CDH rules and more. Bob has been the featured speaker at many industry events and conferences and has published a number of articles concerning various compliance issues.

Bob has a Bachelor's Degree from St. John's University and a Law Degree from Northwestern California School of Law.

3:15pm—4:15pm | The Legal and Practical Challenges of Working With Remote Employees

Description:

It can be challenging for employers to stay on top of constantly evolving workplace regulations. Learn the latest developments on federal law and agency regulation changes that affect human resources, including paid leave laws, telecommuting guidance, interpretations of the Fair Labor Standards Act, Supreme Court decisions affecting employers, and much, much more. This presentation will provide practical guidance to respond to and prepare for the legislative changes that have occurred and are to come, as well as the employment laws to anticipate in the aftermath of the 2020 election.

Learning Objectives:

- A wide-angle view of the legal challenges related to remote workers from the perspective of a chief legal counsel.
- Similarly, a wide-angle view of the practical challenges related to remote workers from the perspective of the VP of Human Resources.
- Strategies and additional considerations for working with remote employees to unlock the potential and avoid the pitfalls remote work creates.

Angela Novotney (Derse, Inc.)

Angela is a Human Resource Executive and Attorney with a strong business background in the areas of Labor and Employment, Human Resources, Recruitment, Risk Management, Regulatory Compliance, Business Administration and Union Negotiation. She is a strategic HR thinker with the ability to analyze the human capital needs of a company and develop the appropriate plan to ensure success. Energetic leader with the ability to build a strong team and get people moving in the same direction under a common vision and goal.

Angela received her undergraduate degree from Vanderbilt, her MBA from the University of Wisconsin, and her law degree from Marquette University.

4:15pm—5:30pm | Closing Remarks/Networking Reception



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Cost:

MM SHRM Member:	\$89.00
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