

OCTOBER 24, 2024



EMPLOYMENT LAW & LEGISLATIVE CONFERENCE

CHRA invites you to join us at the 19th Annual Employment Law and Legislative Conference. Stay ahead of the latest legal trends and legislative changes impacting HR and business professionals. Enhance your expertise, network with industry leaders, and ensure your organization remains compliant and competitive.



Martin's West

16817 Dogwood Road
Windsor Mill, MD 21244

WHY SHOULD YOU ATTEND?



Offering 5 hours of SHRM/HRCI recertification credits, CHRA's Annual Fall Conference focuses solely on legislation and employment law updates that are an integral part of day-to-day operations for HR practitioners in Maryland. This conference continues to grow in attendance, popularity, and knowledge sharing! There will also be exhibitors featuring the latest products and services of interest to HR professionals as well as door prizes and raffle opportunities.



822 Guilford Ave PMB 3077
Baltimore, MD 21202
443.966.3870
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SCHEDULE OF EVENTS

- 8:00 a.m. – Registration / Continental Breakfast / Expo
- 8:30 a.m. – Welcome & Annual Meeting
- 9:00 a.m. – Hot Topics in Employment Law: State and Federal Update
presented by Laura Rubenstein and Anthony “Tony” Herman
- 10:00 a.m. – Break and Expo
- 10:15 a.m. – How Can We Ensure Compliance with Federal and State Paid Leave Laws While Building a More Engaged Workforce?
presented by David Johnson
- 11:15 a.m. – Break and Expo
- 11:30 a.m. – Conducting Effective Internal Investigations
presented by Ashley Woosley and Kathy McGinley
- 12:30 p.m. – Lunch and Expo
- 1:30 p.m. – Politics in the Workplace – Legal Implications and Best Practices
presented by Stephen Stern
- 2:30 p.m. – Break and Expo
- 2:45 p.m. – Raffle and Door Prize Drawings
- 3:00 p.m. – What Seinfeld Can Teach Us About Employee Termination
presented by Doug Desmarais
- 4:00 p.m. – Closing Remarks
- 4:15 p.m. – Conference Adjourns

Offering 5 Hours of SHRM/HRCI Recertification Credits

ABOUT THE PRESENTATIONS



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Hot Topics in Employment Law: State and Federal Update *Presented by Laura Rubenstein and Anthony “Tony” Herman*

Join employment attorneys Laura Rubenstein and Tony Herman from RKW Law Group for an informative one-hour presentation designed for Human Resources and business professionals in Maryland, focusing on the 2024 legislative updates to federal and state employment laws.

This session will cover critical topics such as Maryland's Paid Family and Medical Leave, the Pregnant Workers Fairness Act, the state of non-compete and confidentiality agreements, FLSA salary exemption modifications, and updated overtime rules. Our expert presenters will equip you with essential legal knowledge, practical strategies for compliance, and effective internal communication techniques to ensure your workplace adheres to these new regulations. Don't miss this opportunity to stay ahead of legal changes and enhance your HR knowledge.



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How Can We Ensure Compliance with Federal & State Paid Leave Laws While Building a More Engaged Workforce? *Presented by David Johnson*

Navigating the evolving set of federal and state leave requirements is a key challenge for Maryland employers. In addition to complying with federal requirements related to the Family and Medical Leave Act (FMLA) & the Americans with Disability Act (ADA), employers must now comply with a growing list of state leave laws. Approximately one third of US states have either implemented or will soon institute paid leave laws that require employers to provide workers time off to care for themselves or family members.

Beginning in July of 2026, the Maryland Time to Care Act (TCA) will require employers to provide workers up to 12 weeks (in some case 24 weeks) of job-protected paid leave to care for themselves or certain family members when specific criteria are met; all organizations employing at least one person in Maryland must offer this benefit. Additionally, Delaware, the District of Columbia & states around the country have enacted similar legislation impacting employers. This session will summarize requirements of the various federal and state leave requirements, with an emphasis on Maryland's new Time to Care Act.



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Conducting Effective Internal Investigations ***Presented by Ashley Woozley and Kathy McGinley***

In the rapidly evolving landscape of employment law, internal investigations have become a critical function for HR practitioners. This session, "Conducting Effective Internal Investigations," will provide HR professionals with the essential tools and knowledge to conduct thorough, legally compliant investigations. Attendees will learn how to manage the investigation process from start to finish, ensuring that findings are credible, and actions are defensible. The session will also cover the nuances of attorney-client privilege, best practices for documentation, and the crucial moments when legal counsel should be consulted to protect the organization and its employees.



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Politics in the Workplace - Legal Implications and Best Practices

Presented by Stephen Stern

We live and work in a politically divisive climate and that divisiveness is expected to be on full display as we head into a highly contentious Presidential election in November. Inevitably, some political issues and political discourse will work its way into the workplace.



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How should companies handle these issues? What potential legal risks arise from political discussions in the workplace? For example, can someone's political affiliation be considered when making an employment related decision? Also by way of example, we have seen marches on college campuses and elsewhere either denouncing Israel or supporting Israel. Does hiring or firing one of these protesters pose any potential legal risk? Does not hiring or firing one of these protesters pose any potential legal risk? Where does political discourse cross the line into unlawful conduct that poses potential liability for companies? These and other related issues will be discussed during this presentation.

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What Seinfeld Can Teach Us About Employee Termination

Presented by Doug Desmarais

In a memorable scene from the television series “Seinfeld,” George Costanza’s romantic interest announces that she is breaking up with him. When pushed for an explanation, she responded “it’s not you – it’s me,” to which George took offense, responding that if it was anyone, it was him. George’s love interest replied that George was, indeed, the reason for the breakup.

This and other scenes from this classic sitcom provide remarkable insight into the dynamics of ending a relationship, i.e., breaking up. Doug Desmarais will offer a presentation that will touch upon both the legal and the human dynamics surrounding employee terminations. More than “yada, yada, yada,” what is said and done prior to and during an employee termination can impact both the risk of litigation and the impact that this event can have upon the broader workforce.

COMMITTEE MEMBERS

Thank you

On behalf of the CHRA leadership community, and Keidra Lazard, the 2024 Fall Conference Director, we would like to acknowledge the committee members who worked to make the 19th Annual Employment Law & Legislative Conference a success.

- Lakeisha Johnson
- Patty Levin
- Kerstin Miller
- Sue Gelenter
- Chareese Stone

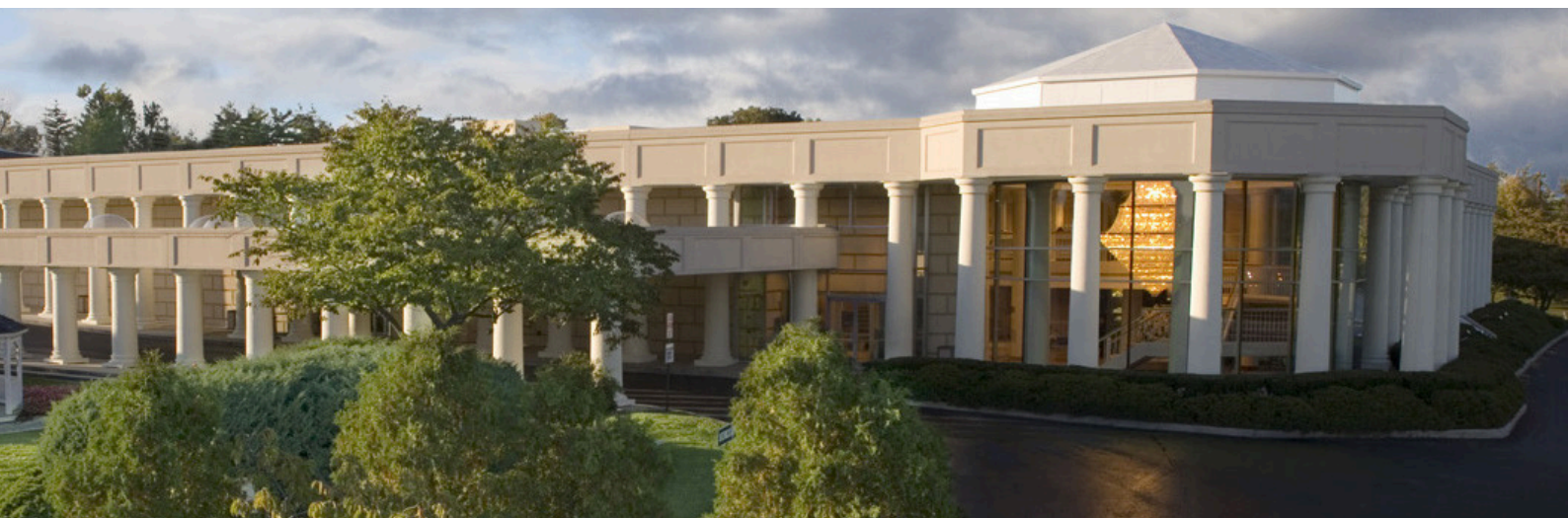
LOCATION DETAILS

MARTIN'S WEST

6817 Dogwood Road
Baltimore, MD 21244
410.944.9433

DIRECTIONS

From 695, take the Security Blvd. (toward Woodlawn) exit.
Merge onto Security Blvd. Right on Belmont Avenue. Left on
Dogwood Road. Facility is on the left. FREE parking.



REGISTRATION

Please [pre-register online](#) for the conference. Walk-in registrations are welcome but will only be accepted if space allows after all pre-registered participants have been accommodated.

CANCELLATIONS

We strive to provide our attendees with the best experience possible, and we understand that plans can change unexpectedly. To ensure a fair and transparent process for all involved, we have established a cancellation and refund policy that outlines the terms and conditions under which cancellations and refunds will be handled. Please review the following guidelines carefully to understand your options and any applicable deadlines.

- Cancellation requests made 30+ days in advance are eligible for a full refund less a 10% processing fee.
- Cancellation requests made with less than 30 days' notice are eligible for a 70% refund to help offset costs already incurred for the event.
- Registration fees may not be applied to other events but may be transferred to another person at the same company. If transferring to another individual, higher registration fees may apply if membership level is different from the original registrant.
- Cancellation the day of an event is non-refundable.

SPONSOR OPPORTUNITIES

Learn more about how your organization can become a sponsor [here on the CHRA website](#).

POLICIES

CONSENT CLAUSE

Registration and attendance at, or participation in, CHRA meetings and other activities constitutes an agreement by the registrant to the use and distribution (both now and in the future) of the registrant or attendee's image or voice in photographs, videotapes, electronic reproductions, and audiotapes of such events and activities by CHRA and other third parties, including but not limited to the association, the venue, the host city, etc.

CODE OF CONDUCT

CHRA requires that all members and attendees abide by the association's Code of Conduct, found on CHRA's website (www.chra.com) while at CHRA events or while representing CHRA either directly or through apparent authority. By registering for this event, you agree to abide by CHRA's Code of Conduct. If you believe that someone has violated the Code of Conduct, or if you would like to report an incident, please report to the CHRA staff person on site, or if not available, a board member on site. You may also email CHRA at support@chra.com.

HEALTH MEASURES & WAIVER

All in-person events will be held in accordance with current event venue guidelines if applicable. However, CHRA cannot guarantee that event attendees will not be exposed to or contract a communicable disease at their events. By attending this event, you freely assume all such risk and agree to release CHRA from liability for any injuries, illness, infections, death, damages, or claims that may arise due to your attendance at this event. Please do not attend if you feel sick, have symptoms, or have been in close contact with someone who has symptoms or has been sick recently. Based on the constantly changing environment, CHRA reserves the right to change event entry requirements if deemed necessary.

QUESTIONS

Please reach out to the CHRA office (support@chra.com) with any questions you may have.