

# Chesapeake Human Resources Association

PRESENTS

11<sup>TH</sup>  
Annual  
Fall

## HUMAN RESOURCES CONFERENCE

### Employment Law/Legislative

NOV 01  
2016

8:00 a.m. — 4:05 p.m.  
Martin's West • Baltimore, MD



5.25 hours  
of HRCI  
and SHRM  
credit. (1 hour  
strategic)

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# Chesapeake Human Resources Association

PRESENTS



## HUMAN RESOURCES CONFERENCE

### Employment Law/Legislative

#### Schedule of Events

This conference has been approved for 5.25 hours of HRCI and SHRM credit. (1 hour strategic)

- 8:00 am** ..... Registration/Continental Breakfast/Visit Vendors
- 8:15 am** ..... “Meet the Board” Coffee  
*Informal Networking with Board Members*
- 8:45 am** ..... Welcome and Introductions
- 9:00 am** ..... Figuring the Fiscal Impact of Regulatory Reform  
*presented by Christine Walters*
- 10:00 am** ..... The 2016 Maryland Legislative Session  
*presented by Donna Glover & Jennifer Curry*
- 11:00 am** ..... Break & Vendor Visits
- 11:15 am** ..... Preventing Workplace Violence in an Increasingly Violent World  
*presented by Detective Steve Jackson, Margie Roop & Kerstin Miller*
- 12:30 pm** ..... Lunch and Vendor Visits
- 1:45 pm** ..... The Art of Termination  
*presented by Doug Desmarais*
- 2:45 pm** ..... Snack Break and Vendor Visits
- 3:05 pm** ..... The Power and Pitfalls of Restrictive Covenant Agreements  
*presented by Bruce Luchansky*
- 4:05 pm** ..... Raffles/Give Aways/ Closing Remarks and Conference Adjourns



**Follow us on Twitter**

using the hashtag #CHRAFallConf  
@ChesapeakeHRA

## EVENT DESCRIPTION

Offering 5.25 hours (1 hour strategic) of Recertification Credit, 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. Handouts for this event are not printed, but instead are emailed to attendees in advance.

## About the Presentations

### Figuring the Fiscal Impact of Regulatory Reforms...And What You Can Do About It!



*presented by Christine V. Walters,  
JD, MAS, SHRM-SCP, SPHR*

From equal pay to the FLSA's final "white collar" or "EAP" rule to paid leave mandates – employers are being pressured from all sides with legislative and regulatory mandates at the federal, state and local levels. Join this interactive and engaging presentation as we weave through the litany of mandates being placed upon employers, compare and contrast options for responding, calculate their fiscal impact and consider avenues for advocacy to shape these important public policies.

### The 2016 Maryland Legislative Session – An Overview of New Employment Laws Impacting Maryland Employers



*presented by Jennifer L. Curry,  
Esq. and Donna M. Glover, Esq.*

The 2016 session of the Maryland legislature was a particularly busy one, and HR practitioners need to understand the changes and challenges that the new laws pose. This session will provide a comprehensive overview of recent developments in Maryland law as well as new laws impacting Maryland employers, including practical guidance and steps to come into compliance, and predictions for major legislation coming down the road in next year's session.

### Preventing Workplace Violence in an Increasingly Violent World: A Holistic Approach



*presented by Detective Steve  
Jackson, Margie Roop, LPCC-S,  
CEAP, SAP, EAP, and Kerstin M.  
Miller, Esq.*

One need only look to the daily news to understand that workplace violence is a serious threat. Employers have a legal duty to keep

employees safe—but many are unprepared to do so. Our expert panel, comprised of a Police Detective, EAP Counselor, and Employment/HR Attorney, will help employers craft a holistic plan to prevent workplace violence, focusing on best practices for: (1) identifying warning signs of potential violence, (2) preventing and de-escalating violence, and (3) simultaneously protecting employees' legal rights.

### The Art of Termination: How to Minimize the Pain and Risks Associated with Firing Employees



*presented by Douglas W. Desmarais, Esq.*

While hiring takes place to the soundtrack of the Carpenters sweetly crooning "We've Only Just Begun," firing occurs with the ominous background sounds of Blue Oyster Cult singing "Don't Fear the Reaper!" Whether for performance reasons or for reasons of economics/downsizing, there is rarely an easy termination. In spite of the challenges inherent in ending an employment relationship, there are multiple steps that employers can take to both soften the blow of being fired and to minimize the risk of litigation when doing so. This session will explore these steps, and provide practical guidelines to HR Professionals on how, when and where to fire employees.

### The Power and Pitfalls of Restrictive Covenant Agreements: How to Properly Use this Powerful Tool to Protect Your Business



*presented by Bruce M. Luchansky, Esq.*

Companies work very hard to achieve their success. Yet, inexplicably, many of these same companies fail to take the important steps necessary to guard that success from being poached by departing employees. The restrictive covenant agreement – containing such terms as non-competes, non-solicitation clauses, and confidentiality agreements – is a truly potent weapon that can be used effectively to deter and defeat potential poachers. This session will help you gain mastery over this essential employer tool and understand the latest legal developments in this crucial area of practical employment law.

# REGISTRATION

**CHRA Fall Conference, November 1, 2016**

**Registration must be received by 10/18 for early rate!**

Please register online at [www.chra.com](http://www.chra.com) or use the registration form below.

## 1. Please check registration:

### *CHRA Members*

- \$165.00 if received by 10/18, \$190.00 after 10/18

### *Non-Members*

- \$250.00 if received by 10/18, \$275.00 after 10/18

*\*Full-time students: Please contact CHRA for pricing.*

## 2. Please complete the following information:

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NAME

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COMPANY

---

ADDRESS

---

CITY

STATE

ZIP

---

PHONE

EMAIL

*Please note any special accommodations required for you to attend this event:*

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*\*Please list above if you require a vegetarian or Kosher meal.*

## 3. Please choose method of payment

- Check enclosed with registration - payable to CHRA

- Will pay with cash or check at the door.

*\*Must reserve with a credit card below.*

- Charge now to:

VISA    M/C    AmEx

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CARD #

EXP. DATE

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SIGNATURE

**\* Registration will close Friday, October 28, 2016 at 9:00 a.m.**

## DIRECTIONS

Martin's West -  
6817 Dogwood Road  
Baltimore, MD 21244  
410.944.9433

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. Space is limited and cannot be guaranteed. Walk-in registrations will only be accepted if space allows after all pre-registered participants have been accommodated.

Registrations will be accepted online, by mail or fax. **NO REGISTRATIONS WILL BE TAKEN BY PHONE.** To receive the early rate, please register by: October 18, 2016

## CANCELLATIONS

If you must cancel your registration, please do so in writing. The request must be received by fax or mail no later than the close of business on October 25, 2016. If you do not cancel according to this policy, you will be assessed the full program fee. CHRA reserves the right to cancel if the reservation minimum is not met by the early registration date.



720 Light Street, Baltimore, MD 21230  
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[www.chra.com](http://www.chra.com)