

8:15 – 8:35	Registration, Breakfast and Networking
8:35 – 8:45	Welcome
8:45 – 9:45 1 credit hour	Opening Keynote: The EEOC is <i>NOT</i> Messing Around: Harassment Prevention in the New and Evolving Workplace Michael S. Cohen, Duane Morris LLP The EEOC has made clear that preventing workplace harassment is a meaningful priority for 2026 and beyond. However, in light of the federal agency’s recent and seemingly ongoing activity, the administration’s Executive Orders and workplace-altering announcements from the DOJ, the workplace (both in-person and remote) has become even more complicated, confusing and, in many instances, increasingly open to claims of harassment, discrimination and retaliation. Given the current realities, we are seeing a meaningful increase in workplace harassment complaints. And, as we (hopefully) all appreciate, none of our organizations are immune! As potential targets are and, therefore, we firm’s must be ready! As human resources professionals and organizational leaders, a large part of the responsibility falls on us to ensure that our workplaces are as comfortable as possible, for as many as possible as much of the time as possible. Along with your organizations’ supervisors and managers, HR is the key both to the prevention of inappropriate behavior that undermines these goals and to the correction when such behavior occurs. In addition to discussing the traps into which HR, leaders, supervisors and managers fall regarding their own conduct, this fast-paced and hyper-business focused session centers on affirmative responsibilities, addressing not only sexual but also racial, ethnic and other forms of unlawful harassment.
9:45 – 10:15 10:15 – 11:15 1 credit hour	Networking with our Business Partners The AI Gap: How Work Is Moving Faster Than Oversight Anne Lavelle, CTR Payroll HR Artificial intelligence is already part of the workplace, whether organizations have formally addressed it or not. Employees are using AI to draft communications, create job descriptions, summarize documents, analyze information, and complete everyday business tasks-often without policies or clear organizational guidance. While AI presents significant opportunities to improve efficiency and productivity, it also introduces new legal, compliance, and employee relations considerations that employers cannot afford to overlook. This practical session explores where AI is being used in today’s workplace, the risks organizations should be evaluating, and the governance strategies every employer should have in place. Through real-world examples, attendees will examine common workplace AI scenarios and learn how seemingly simple decisions can create compliance, FLSA, RIF, state law, privacy, discrimination, and documentation concerns. Participants will gain practical guidance for developing AI workplace policies, establishing appropriate oversight, protecting confidential information, and preparing managers to use AI responsibly. As AI continues to reshape the workplace, employers that establish thoughtful governance today will be better positioned to embrace innovation while reducing organizational risk. Attendees will leave with actionable strategies they can begin implementing immediately.
11:15 – 12:15 1 credit hour	Employment Law Update Nick Bell, Buchanan Ingersoll & Rooney PC Erin McLaughlin, Buchanan Ingersoll & Rooney PC It’s hard to keep up with all the recent changes to labor and employment law. Just when employers feel that they are on top of it, there is a change that affects the way in which they do business. We keep abreast of these changes so PHRA employers don't have to. In the Employment Law Update, we will present the recent updates and changes affecting PHRA employers in an interactive way so that the audience participates and learns at the same time.
12:15 – 1:00	Lunch
1:00 – 2:00 1 credit hour	Everything You Need to Know About Allegheny County’s New Paid Parental Leave Bill Mario Bordogna, Bowles Rice LLP Given all the attention it has received, most employers and HR professionals in the region are probably aware that the County introduced a Paid Parental Leave Bill last year. Now that passage is finally at-hand, this session will examine the fine particulars of the Bill and review all the requirements it will place on businesses throughout the entire County. To be sure, while some of the basic mandates of the Bill have been publicized, there are many details in the weeds of the Bill. In this program, we’ll review

	key definitions in the Bill, eligibility for the benefits under it, duration of the leave provided, protocol for day-to-day implementation of the Bill’s requirements, the effective date of the Bill and penalties for noncompliance, as well as some additional protections the Bill provides. We’ll also talk about something which has not been discussed nearly as much – the Bill’s further changes to the County’s previous Paid Sick Leave requirements and the additional burdens on employers created by this Bill in that area. At the end, attendees will walk away with an updated understanding of their company’s expected paid benefit obligations within the County, as well as a clear guide for what they need to do to implement and manage these leave requirements going forward.
2:00 – 3:00 1 credit hour	Hot Topics from the U.S. Department of Labor, Wage and Hour Division J. Daniel Doherty , U.S. Department of Labor, Brian D. Lipkin , RiverPath Law, Karen Welton , U.S. Department of Labor This session will cover recent Final Rules on Misclassification and Restoring and Extending Overtime Protections along with a discussion highlighting common FLSA violations related to minimum wage, overtime, hours worked and child labor.
3:00 – 3:30	Networking with our Business Partners
3:30 – 4:15	Closing Panel Discussion: Ask the Experts: Navigating Today's Employment Law Landscape Moderated Panel Discussion featuring Conference Speakers Mario Bordogna , Bowles Rice LLP, J. Daniel Doherty , U.S. Department of Labor, Brian D. Lipkin , RiverPath Law, Karen Welton , U.S. Department of Labor Wrap up the conference with an engaging and interactive panel discussion featuring the day's presenters. This dynamic session provides attendees with the opportunity to ask questions, explore emerging workplace issues, and gain additional perspectives on the legal and compliance topics discussed throughout the conference. Guided by a moderator, panelists will share practical advice, discuss real-world scenarios, identify common employer pitfalls, and offer insights into what HR professionals should be watching as they prepare for 2027. Topics may include artificial intelligence in the workplace, harassment prevention, wage and hour compliance, employment law developments, regulatory priorities, and audience-submitted questions.