



## SEPA SHRM Legislative Newsletter Summer 2020

### 2019-2020 Session Highlights

This year of the 2019-2020 session of the Pennsylvania General Assembly has seen the introduction of many employment related bills. Look for recurring themes with regard to COVID-19, benefits, wages, unemployment compensation and more. The Legislative Affairs Committee remains active in monitoring proposed legislation and reporting hot topics to members of the SEPA SHRM Chapter.

To learn more about how a bill becomes a law, please click [here](#).

If you would like to join the Committee, please contact us at:  
[sepa-legislative@sepashrm.org](mailto:sepa-legislative@sepashrm.org).

### Legislation Related to COVID-19

by

Ray Keough, VP of Employee Benefits &  
Associations  
MyBenefitAdvisor/USI

**HB2454 – Representative Christina D. Sappey, April 27, 2020 - This bill has been introduced**

**Subject – Ensuring Pennsylvanians have access to Telemedicine**

Representative Sappey stated that Telemedicine is playing an increasing role in how Pennsylvanians access health care during COVID -19. An earlier Senate Bill came close to passing that would provide insurance coverage for telemedicine. Unfortunately, it did not get enough votes and is now uncertain. Representative Sappey stated that the health of Pennsylvanians must not be delayed during this crisis. This would include improved language over SB857, to include Telemedicine in CHIP, and that providers do not receive reduced compensation for providing Telemedicine for COVID-19 services.

Although this has not yet been signed into law in PA, many insurance carriers have allowed telemedicine during COVID-19 without reducing compensation or limiting services.

**HB2694 – Representative Austin A. Davis, July 14, 2020 - This bill has been introduced**

**Subject – COVID-19 Support for Frontline Workers**

Representative Davis stated with COVID-19 has claimed thousands of lives and is

expected to claim many more. In response to this crisis, health care workers stepped up to take care of those in need. These medical professionals and other essential employees are putting their health on the line to save our loved ones. Since the healthcare workers stepped up for us, Representative Davis is proposing to establish supports and protections for frontline workers that have hardships and extreme stress. Also, to create a childcare grant program to ensure they are able to afford high quality childcare as they work to save lives.

**HB 2510 – Representative Mike Turzai, May 6, 2020 – Bill was enacted into law 5/29/2020**

**Subject – Protecting our seniors and others living in a long-term care facility, a personal care home and an assisted living residence**

Representative Turzai is stating that Long Term Care Nursing Facilities, Personal Care Homes, and Assisted Living Residences needs framework to protect our seniors. The bill will provide an appropriation of \$500,000 from PA's allotment of 3.9 billion of the federal government to pay for this endeavor. The monies will be appropriated to the Commonwealth Financing Authority for distribution to the health collaboratives. There are 697 nursing homes, 1143 personal care homes, and 58 assisted living facilities statewide. As of the date of this bill 67.9% of the deaths were seniors in these facilities.

**SB1127 – Senator Pam Iovino April 30, 2020 – This bill has been introduced**  
**Subject – Business interruption insurance policy**

Senator Iovino is stating that ambiguous insurance policy language is preventing many businesses in PA from receiving payments for insurers. Claims are being rejected because policy wording does not allow for a Pandemic. There are many insurance claims that will have costly and potentially multi-year litigation. This legislation is not intended to rewrite insurance carrier contracts and businesses would not receive any additional claims dollars over policy limits. Rather this legislation would ensure insurers pay claims quickly and efficiently to policy holders.

**HB2386 – Representative Thomas L Mehaffie March 23, 2020 - This bill has been introduced**

**Subject – Providing Assistance for Business Interruptions due to COVID-19**

Representative Mehaffie introduced legislation that will provide economic assistance in a manner that will mirror the process business undertake to file an interruption insurance claim.

Business interruption insurance is commonly underwritten into many insurance policies to assist in the event of actions out of the control of the business owner, such as a tree falling on the location. When these types of actions cause physical damage to the business structure and force the halt of business operation, business owners may file a claim with their insurance provider to recoup lost income or for costs associated with relocating the business. With the announcement made by the Governor to close all 'non-essential businesses' until further notice, this line of insurance will not cover such governmental proclamations or pandemic outbreaks. Through no fault of their own nor that of their insurance company, business owners have been left without recourse and suffer the economic consequences.

To help mitigate the economic effects of COVID-19, Representative Mehaffie's plan would be to lay out a program to in which business owners can obtain assistance similar to if they were able to acquire it from their insurance provider.

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## **Legislation Related to Insurance and Benefits**

**by  
Ray Keough, VP Employee Benefits**

### **HB941- Representatives Doyle Hefley, and Robert Mitzie – June 30, 2020 - Second Consideration**

#### **Subject – PBM pricing transparency in Medicaid**

Representatives are introducing legislation to increase transparency in pharmacy benefit managers (PBM) pricing practices to the Medicaid program. Almost 90% of PA's Medicaid patients are served by managed care companies. In turn those companies contract with the state to decide which prescriptions will be covered and how much to reimburse pharmacies.

In recent years pharmacies have seen severe cuts to reimbursement rates by PBM's that are affiliated with Medicaid, forcing pharmacies to run at a loss. These cuts make it difficult for 900 independent pharmacies in PA to stay in business and keep inventory. This bill will force PBM's to be transparent in their reimbursements.

### **HB2730 – Representative Wendi Thomas – introduced July 30, 2020 and is currently pending**

#### **Subject – Short-Term Limited Duration Insurance (STLDI)**

Representative Thomas introduced legislation that would more adequately regulate short-term limited duration insurance (STLDI) plans

and protect consumers through duration and renewability restrictions, underwriting limitations, and additional consumer disclosures.

STLDI is meant to provide health coverage to individuals who have an unexpected gap in coverage or need health insurance coverage for a brief period of time, bridging a consumer to their next source of comprehensive coverage. However, these policies are now being deceptively marketed as an alternative to comprehensive major medical insurance policies.

Consumers need to be fully aware that these plans do not provide comprehensive health coverage and may exclude coverage for critical care or severely limit what coverage they do provide. STLDI plans do not have to meet the minimum requirements for comprehensive coverage under the Affordable Care Act (ACA) and can exclude coverage for preexisting conditions or even deny coverage to an applicant due to a preexisting condition. Many consumers purchase STLDI without a full understanding of the product's limitations; and as a result, the Insurance Department has received numerous complaints from consumers who have purchased STLDI and subsequently received pennies on the dollar for their claims, or had their claims denied altogether.

By limiting the duration of STLDI and preventing the renewability of these policies, the distinctions between STLDI and comprehensive health insurance policies will be more evident to consumers. The PA Department of Insurance supports this bill.

### **HB2767 – Representative Ed Neilson – introduced August 7, 2020**

#### **Subject – Long Term Care Trust Act**

Representative Neilson introduced to help families that had a loved one that needs Long Term Care and cannot afford it without severe

sacrifices. Many families are forced to “spend down” to become eligible for Medicaid. Nationally, relatives spend approximately 20% of their own money on caregiving costs, or must give up their jobs sacrificing hundreds of thousands of dollars in income and benefits. Representative Neilson’s proposal will establish a fund to provide up to \$36,500 in lifetime benefits to eligible beneficiaries for long term care services. This would be funded by a modest payroll deduction of \$0.58 per \$100 of income earned. For those that pay into this for 10 years they can be eligible for this benefit, or 3 years in a catastrophic scenario. Seventy Five percent of Americans over 65 need some type of long-term care, and ninety percent of those do not have insurance. This legislation will give families the security of knowing their loved ones will be able to access the financial help if needed.

#### **HB 1696 – Representative Thomas Murt – introduced July 13, 2020**

##### **Subject – Mental Health Parity and Addiction Equity**

In 1996, President George W. Bush signed the Mental Health Parity and Addiction Equity Act into law. Essentially, this federal law is a step towards requiring that most insurance carriers, cover mental illness and addictions in the same magnitude as they do a physical illness. While this law was a step in the right direction, enforcement of the law has not always resulted in true parity and equivalence of care.

Enforcement of this important law is the responsibility of our own Department of Insurance. Filing a complaint and, or fighting through due process, with the insurance company in question, is not always realistic when a loved one is the midst of an addiction or a mental health crisis.

In addition to the complaint process, another method utilized by our own Department of Insurance to assess compliance is through

complicated auditing procedure called a market conduct audit. This process literally takes months to do for one single carrier. The Department of Insurance hires outside firms and vendors to assist them.

Representative Murt has introduced legislation that insurance carriers in the Commonwealth that cover behavioral health, be required to submit certain information each year to our Department of Insurance, that helps the department to ascertain if the insurance carrier is being compliant with the federal Mental Health Parity and Addiction Equity Act.

***Note: This bill will NOT require insurance companies to cover any condition or illness that they do not already cover. There is no mandate nor extension of status quo coverage.***

We are simply asking our insurance carriers to submit the needed data so the Department of Insurance can efficiently and cost-effectively perform their market conduct audits to assure compliance with the Mental Health Parity and Addiction Equity Act.

#### **HB2521 – Representative Daniel Miller – introduced May 14, 2020**

##### **Subject – Providing Healthcare during strikes**

Representative Miller introduced a bill that would protect union workers from losing their health benefits during a strike. Typically, a union exercises this right to strike only as a last resort, looking for long term solutions for their members. Some employers terminate benefits to union employees while they are on strike. This can create disastrous consequences for the employees and families. This can needlessly effect people’s health. This proworker bill will ensure that employees do not have their healthcare benefits used against them during negotiation.

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**Philadelphia Legislation**  
by  
**Tamyra Watkins, Compliance Analyst**  
**Resources for Human Development**

**Philadelphia Anti-Retaliation COVID Order**

On June 26, 2020, Philadelphia enacted The Essential Workers Protection Act (EWPA), becoming the first city in the United States to enact legislation that specifically protects workers who make complaints about workplace safety due to COVID-19. This anti-retaliation order protects employees who (1) disclose information related to employer non-compliance with COVID-19 public-health orders or (2) refuse to work in unsafe conditions related to COVID-19.

**Highlights of this order:**

Protected disclosures must:

1. to be protected it must be a good faith communication;
2. It must be made with the intent to remedy the violation.
3. It must relate to a violation of a COVID-19 public health order that could “significantly threaten the health or safety of employees or the public”; Employees don’t have to be correct in their assertion that an employer is violating a COVID-19 public health order to be protected.

The EWPA prohibits employers from taking an adverse employment action against employees who refuse to work in “unsafe conditions.”

- Employees refusing to work must reasonably believe that the employer is violating a COVID-19 public-health order and the violation alleged must create the unsafe condition.
- Additionally, employees must notify the employer of the unsafe condition.

The ordinance defines adverse actions as:

- Termination
- Discipline
- Loss of benefits
- Loss of responsibilities

**Limitations to the EWPA:**

- It does not protect employees who refuse to work if the employer has provided “a reasonable alternative work assignment that does not expose the employee to the unsafe condition.”
- It does not aid employees who refuse to work if the employer proves compliance with all COVID-19 public health orders to the Philadelphia or Pennsylvania Departments of Health.

**Penalties and Actions:**

- Department of Labor is empowered to seek penalties and fines for EWPA violations.  
Philadelphia Regional Office - U.S. Department of Labor  
170 S Independence Mall West, Suite 600; Philadelphia, PA 19106  
215-861-5030; Fax: 215-861-5087
- After employees have exhausted remedies with the DOL they may sue their employer for violating the EWPA. If they win, they could be entitled to reinstatement, backpay, other compensation and attorney’s fees.

All employers in Philadelphia, regardless of size, are covered by the EWPA and are required to comply with any COVID-19 orders issued by the Pennsylvania or Philadelphia Departments of Health.

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**Legislation Related to  
Unemployment Compensation  
by  
Roslyn H. Schaffer, SHRM-SCP, SPHR  
Director of HR  
Delta Community Supports  
SB 1137– Senator Phillips Hill, York –  
introduced May 8, 2020; referred to  
Committee on Labor & Industry**

**Subject – Providing for daily reporting**

This bill would amend the PA Unemployment Compensation Law to require the Department of Labor and Industry to post daily: the number of applications processed; the number of applications pending; and the total number of applications processed and pending for each day since the beginning of the emergency declaration.

**SB 1162– Senator Boscola, Lehigh and Northampton – introduced May 25, 2020**

**Subject – Providing for relief from charges; referred to Committee on Labor & Industry**

This bill would provide relief from charges to employers for the duration of the emergency declaration.

**HB 2557– Representative Kail, Beaver and Washington – introduced May 28, 2020; referred to Committee on Labor & Industry**

**Subject – Providing for grounds for refusal of suitable work**

For claimants whose unemployment is related to COVID-19, only the following shall constitute good cause for refusing otherwise suitable work under section 402(a) or necessitous and compelling cause for quitting work:

- The employee provides the employer with documentation from a licensed health care provider that the employee:

(i) has a medical condition that places the employee at a substantially greater risk for serious medical complications related to COVID-19; or (ii) lives with or directly cares for an individual who has a medical condition that places the individual at a substantially greater risk for serious medical complications related to COVID-19.

- The employer has failed to comply with Federal or State workplace safety standards intended to mitigate the spread of COVID-19 and the employer's failure was willful, repeated or grossly negligent.
- The employer retaliated or discriminated against the employee for informing the employer of a failure to comply with Federal or State workplace safety standards intended to mitigate the spread of COVID-19 or the employer retaliated or discriminated against the employee for filing a complaint with a law enforcement official or the appropriate Federal or State agency with regard to the employer's failure to comply with the applicable workplace safety standards.

**HB 2622– Representative Cephas, Philadelphia – introduced June 23, 2020; referred to Committee on Labor & Industry**

**Subject – Providing for payment of reduced benefits when there is an at-fault judgment**

When an individual is subject to an at-fault judgment for Unemployment Compensation benefits they are ineligible to receive future benefits until the judgment is paid. This bill would apply 50% toward the repayment and allow the claimant to receive a 50% benefit during the period of the declaration of a disaster through December 30, 2020.

**HB 2708– Representative Dellosso, Delaware–  
introduced July 22, 2020; referred to  
Committee on Labor & Industry**

**Subject – Providing for temporary relief from  
payment of insolvency fees for self-insured  
entities**

Employers who are self-insured for Unemployment Compensation would be allowed to pay the insolvency fee retroactively within 30 days of the end of the year.

**HB 2729– Representative Otten, Chester –  
introduced July 30, 2020; referred to  
Committee on Labor & Industry**

**Subject – Providing for claimant exemption  
from denial of benefits for refusal of suitable  
work**

Under this bill, a claimant shall be exempt from the requirements of section 402(a), shall continue to receive unemployment compensation benefits provided under this act and may refuse work if the claimant:

- needs to remain at home to care for a child while schools are closed as a result of a disaster emergency;
- has no access to childcare due to the closure of child-care facilities as a result of a disaster emergency;
- has a child over six years of age and childcare is limited to children under six years of age as a result of a disaster emergency;
- is employed in a service industry and is paid a wage that fails to meet the cost of child care plus living expenses , which includes the costs of housing, food, health insurance and transportation to the claimant's place of employment, as a result of a disaster emergency;
- is at increased risk of contracting COVID-19 because of an underlying medical condition verified by a statement by a physician specifying the underlying medical condition and

documenting increased susceptibility to contracting COVID-19;

- is over 65 years of age;
- lives or cares for vulnerable, at-risk individuals; or
- is on Public Health Emergency Leave under the Families First Coronavirus Response Act.

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**Legislation Related to Benefits**

**by**

**Roslyn H. Schaffer, SHRM-SCP, SPHR**

**HB 943– Representative Gaydos, Allegheny–  
Enacted July 23, 2020**

**Subject – Eliminating the pharmacy gag order**

This new law eliminates the gag clauses in contracts between Pharmacy Benefit Managers (PBM's) and Pharmacies that prevented pharmacies from informing customers that they could save money on a prescription if they paid cash rather than going through their insurance. It is in effect immediately.

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**Legislation Related to Wages**

**by**

**Roslyn H. Schaffer, SHRM-SCP, SPHR**

**HB 2640– Representative Davis, Allegheny–  
introduced June 29, 2020; referred to  
Committee on Labor & Industry**

**Subject – Wages for direct care workers**

This bill would establish a Direct Care Worker Wage Advisory Board and provide for its powers and duties; and provide for minimum wage for direct care workers and for a direct care worker registry.

**HB 2642– Representative Zabel, Delaware– introduced June 29, 2020; referred to Committee on Labor & Industry**

**Subject – Mandatory severance for workers impacted by mass layoffs when there is a bankruptcy or change in control of the business**

This bill would require severance payments to covered workers in the event of mass layoffs or closure.

Covered employee would include:

- An individual who has been employed by an employer for at least 90 days immediately before a change of control affecting that individual's principal place of employment.
- The term does not include:
  - a managerial, supervisory or confidential employee;
  - a temporary employee; or
  - a part-time employee who has worked less than 20 hours per week for the predecessor employer for at least 90 days immediately before the change of control.

If an establishment is subject to a transfer of operations or termination of operations which results, during any continuous period of not more than 30 days, in the termination of employment of 50 or more employees, or if an employer conducts a mass layoff, the employer who operates the establishment or conducts the mass layoff shall provide not less than 90 days, or the period of time required under the Worker Adjustment and Retraining Notification Act

An employer shall provide severance pay as follows:

- The employer shall provide to each employee whose employment is terminated severance pay equal to one

week of pay for each full year of employment.

- If the employer provides an employee with less than the number of days of notification required, the employer shall provide that employee with an additional four weeks of severance pay.
- The rate of severance pay provided by the employer shall be the average regular rate of compensation received during the employee's last three years of employment with the employer or the final regular rate of compensation paid to the employee, whichever rate is higher.

**HB 2659– Representative Boyle, Philadelphia and Montgomery– introduced July 8, 2020; referred to Committee on Labor & Industry**

**Subject – Repealing provisions relating to preemption**

This bill would repeal the provision in the Minimum Wage Act that allowed local governments to enact minimum wage ordinances after January 1, 2006.

**HB 2688– Representative Zabel, Delaware– introduced July 14, 2020; referred to Committee on Labor & Industry**

**Subject – Expanding WARN Act notification**

This bill would expand the 60-day notification requirement to 180 days.

**HB 2721– Representative Green, Philadelphia– introduced July 30, 2020; referred to Committee on Labor & Industry**

**Subject – Increasing minimum wage and tipped wage**

This bill would provide the following increases to the minimum wage:

- \$12 per hour on January 1, 2021;

- \$13.50 per hour on July 1, 2021; and
- \$15 per hour on January 1, 2022.

Concurrently, the tipped wage would be increased on the following schedule:

- \$5 per hour on January 1, 2021;
- \$6.50 per hour on July 1, 2021; and
- \$8 per hour on January 1, 2022.

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## **Legislation Related to Employment Contracts**

by

**Roslyn H. Schaffer, SHRM-SCP, SPHR**

**HB 2636– Representative Ecker, Adams and Cumberland– introduced June 29, 2020; referred to Committee on Professional Licensure**

**Subject – Prohibition of non-compete covenants for health care practitioners**

This bill provides that a covenant not to compete is deemed contrary to public policy and is void and unenforceable to the extent the covenant not to compete restricts:

- Movement of a health care practitioner to a new employer.
  - A health care practitioner from practicing within a geographic area.
  - Notification provided by a health care practitioner to a prior patient concerning a separating event is limited to the following information: (1) Any change in scope of practice. (2) The new contact information of the health care practitioner. (3) The new employer of the health care practitioner.
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## **Legislation Related to Workers' Compensation and Leave**

by

**Roslyn H. Schaffer, SHRM-SCP, SPHR**

**HB 2485– Representative Farry, Bucks– introduced July 1, 2020; referred to Committee on Labor & Industry**

**Subject – Includes Covid-19 in the definition of occupational disease for healthcare workers**

This bill would list COVID-19 as an occupational disease of occupational exposure to COVID-19 for employees of healthcare providers who provide in-person care to patients. Under this legislation, a positive test for COVID-19 will create a rebuttable presumption of occupational exposure for these employees, so that they face fewer barriers to obtaining workers' compensation benefits for medical costs and lost wages if they contract COVID-19.

**HB 2777– Representative Mehaffie, Dauphin– introduced July 30, 2020; referred to Committee on Labor & Industry**

**Subject – Includes Covid-19 in the definition of occupational disease for healthcare workers**

This bill would extend the provisions of paid leave as established under the federal FFCRA to essential healthcare workers and those providing medical and emergency services.

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## Updates on Prior Legislation and a Call for Input

by

Roslyn H. Schaffer, SHRM-SCP, SPHR

### Philadelphia's Salary Ban to Be Enforced

On September 1, 2020, the Philadelphia Commission on Human Relations will begin enforcing the Wage Equity Ordinance. This law prohibits Philadelphia employers from asking job applicants for their salary history and from using salary history information in setting wage rates. Applicants can disclose their history voluntarily, but the employer cannot use that information in setting wages. Employers cannot retaliate against applicants who refuse to disclose their wage history.

This only applies to applicants for positions located within Philadelphia and does not apply to applicants for internal transfers or promotions. However, even if a position is split between Philadelphia and other locations, it may still qualify depending on the job's overall ties to Philadelphia.

### FMLA: New Model Notices Issued and Request for Information on Changes to Regulations

On July 16, the US Department of Labor issued revised versions of the model FMLA notice and certification [forms](#). While employers are not required to use these documents, the DOL stated that the revisions were made to make them easier to understand. They also have fillable text lines and response boxes that make them easier to complete electronically. These forms do not apply to leave under the FFCRA. HR professionals should review the forms and consider their use if desired.

Additionally, the DOL announced a request for information (RFI) asking employers and employees for comments. The official notice is found [here](#). The comment period closes on September 15, 2020.

The DOL is seeking input on:

- What would employees like to see changed in the FMLA regulations to better effectuate the rights and obligations under the FMLA?
- What would employers like to see changed in the FMLA regulations to better effectuate the rights and obligations under the FMLA?

Specifically, the DOL is requesting comments on:

- What are the challenges employers and employees experience in applying the regulatory definition of a serious health condition?
- What are the challenges employers and employees experience when an employee takes FMLA leave on an intermittent basis, especially when the request for leave is unforeseeable?
- What are the challenges employers and employees experience when employees request leave or notify their employers of the need for leave, including when insufficient information is provided by the employee?
- What are the challenges employers and employees experience in determining whether a certification establishes a serious health condition or in obtaining sufficient information?

Additionally, the DOL is asking whether additional guidance is needed regarding the interpretations contained in seven DOL opinion letters issued since 2018.

- The first, FLSA2018-19, issued on April 12, 2018, concerned the compensability of frequent 15-minute rest breaks under the Fair Labor Standards Act when the breaks are necessary due to a serious health condition under the FMLA and concluded that such short periods of FMLA-protected leave may

be unpaid. The letter noted, however, that employees are entitled to compensation for rest periods of short duration on the same basis as co-workers who take non-FMLA leave breaks during a work shift.

- FMLA2018-1-A, issued on August 28, 2018, addressed an employer's no-fault attendance policy which effectively froze, throughout the duration of an employee's FMLA leave, the number of attendance points that the employee accrued prior to taking his or her leave. The letter concluded that such a policy does not violate the FMLA, provided it is applied in a nondiscriminatory manner.
- As noted above, FMLA2018-2-A, also issued on August 28, 2018, stated that organ donation can be a qualifying serious health condition if it requires inpatient care or continuing treatment as defined by the FMLA regulations.

Two letters addressed designation of FMLA leave:

- FMLA2019-1-A, issued on March 14, 2019, stated that an employer may not delay designating an employee's leave as FMLA leave if the circumstances qualify for FMLA leave, even if the employee prefers to delay the designation. The letter also stated that, while nothing prevents an employer from providing more generous leave policies than those established in the FMLA, doing so does not expand an employee's FMLA entitlement. Therefore, an employer may not designate more than 12 weeks of leave as FMLA leave.
- FMLA2019-3-A, issued on September 10, 2019, similarly stated that an employer may not delay designating an employee's leave as FMLA leave if the circumstances qualify for FMLA leave, in this case, even if a collective bargaining

agreement provides that an employee may exhaust paid leave before using unpaid FMLA leave. However, the letter noted that the paid leave could be substituted (*i.e.*, run concurrently) with the FMLA leave. This letter also stated that if an employer provides for the accrual of seniority when employees use paid leave, it must also permit employees to accrue seniority when they substitute FMLA leave for paid leave.

- FMLA2019-2-A, issued on August 8, 2019, concluded that a parent's need to attend an Individualized Education Plan meeting addressing the educational and special medical needs of his or her child who has a serious health condition is a qualifying reason for taking intermittent FMLA leave.
- FMLA2020-1-A, issued on January 7, 2020, addressed whether a combined general health district must count the employees of the County in which it is located for purposes of determining employee eligibility to take FMLA leave.

This is the perfect time for HR professionals to get involved in ensuring that any changes to regulations reflect their needs to effectively manage the workplace.

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## 2020 Virtual HR Legal Summit

Don't forget to register for this essential event!

**When:** Thursday, September 10, 2020  
7:30 AM - 12:30 PM  
Friday, September 11, 2020  
7:30 AM – 1 PM

**Credits** Earn up to 8.0 SHRM and HRCI Credits; Pre-recorded sessions may be viewed after the live virtual event to earn maximum credits

**Where:** Virtual

**Presenters:** Keynote Speaker: Natasha Bowman, JD, SPHR  
(Performance ReNew) |  
Legal Presentations: Ballard Spahr LLP

**Contact:** Laurie Sample, Chapter Administrator  
[sepa-administrator@sepashrm.org](mailto:sepa-administrator@sepashrm.org)

### DETAILS

#### Keynote Address:

- "The Power of One: Leading with Civility, Candor, and Courage During Crisis" (Natasha Bowman)

#### Large Group Presentations:

- "Collaborative Partnerships: HR, the Business & the Law" (Brian Pedrow)
- "Pandemic Workplace Issues" (Shannon Farmer)

#### Breakout Presentations – Moderated and Pre-Recorded:

- I Won't Come to Work: Legal and Practical Guidance for Employers Facing Accommodation Requests During Covid-19 (Elliot Griffin)
- Off Duty Employee Conduct: Blurred Lines: Regulating Employees' Actions

Beyond Traditional Work Parameters (Tara Humma)

- Labor Law: And the Beat Goes On...The NLRB's Continued Evolution of Labor Laws for Union and Non-Union Employers (Denise Keyser)
- Employee Benefits: A "Summary Plan Description" of Pandemic Benefit Issues for Every HR Professional (Joh Natzel)

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Register using this link for the <https://web.cvent.com/event/b523f6cb-d3c8-4b79-9491-5d66a2071c86/summary>.

**ADVANCE REGISTRATION - SAVE UP TO \$45 IF YOU REGISTER BY AUGUST 21!**

Advance registration pricing closes on August 21. The reduced rate schedule is as follows:

- \$195 for SEPA SHRM Chapter Members
  - \$225 for Non-Chapter Members & Guests
  - \$105 for Full-Time SHRM Student Members
  - \$105 for Members in Transition (must be SEPA Chapter Members for 1+ years)
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## **SHRM-CP and SHRM-SCP Certification Prep Courses**

It's not too late to register for the Fall, 2020 classes through Villanova University that are held locally. To register, use this [link](#).

### **American Heritage Federal Credit Union - North East Philadelphia, PA**

[2060 Red Lion Road](#)

Philadelphia, PA 19115

13 weeks: Thursdays, starting August 31  
6-9 pm

This is a hybrid class using Zoom for most sessions.

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A blue-bordered graphic with a background of water droplets. The text is centered and reads: SEPA SHRM Legislative Affairs Committee, Roslyn H. Schaffer, SHRM-SCP, SPHR, VP Legislative Affairs, Ray Keough, Nosheen Memon, Tamyra Watkins, All members of the SEPA SHRM Chapter are welcome and encouraged to join the SEPA SHRM Legislative Affairs Committee. Contact Roslyn Schaffer for further information. © 2020 SEPA SHRM. All Rights Reserved. This alert aims to notify recipients about legal developments. The content is intended for general information purposes only. It should not be construed as legal advice or legal opinion on any specific facts or circumstances. You are advised to consult your legal counsel regarding your specific legal situation. This alert is available online at www.sepashrm.org.

**SEPA SHRM  
Legislative Affairs Committee**

**Roslyn H. Schaffer, SHRM-SCP, SPHR, VP  
Legislative Affairs**

**Ray Keough, Nosheen Memon, Tamyra  
Watkins**

**All members of the SEPA SHRM Chapter are  
welcome and encouraged to join the SEPA  
SHRM Legislative Affairs Committee. Contact  
Roslyn Schaffer for further information.**

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