



**OHIO SOCIETY OF HEALTH CARE
HUMAN RESOURCES ADMINISTRATORS**
OHIO HOSPITAL ASSOCIATION



Conference

You are invited to attend the...

2020 OSHHRA Virtual Conference

Sponsored by the Ohio Society of Healthcare Human Resources Administrators (OSHHRA) and the Ohio Hospital Association

3-PART WEBINAR SERIES

11 a.m. -1 p.m.

Oct. 15, 16, and 28

OHA members only

PROGRAM OVERVIEW

Join OSHHRA members and human resource professionals for OSHHRA's virtual annual conference. Gain an understanding of key HR issues affecting hospitals in 2020 including labor and employment labor wage and hour and OSHA issues, including: COVID-19 labor and employment issues, OHA compensation survey results, statewide trends, and broader industry trends, organizational leadership structures and evolving compensation arrangements for Advanced Practice Clinicians. Also to be discussed are: general COVID employment issues; COVID and benefits; COVID workers comp and OSHA; and wage and hour bonus issues.

This three-part webinar series is COMPLIMENTARY to all OSHHRA and OHA members. Each session will be an approximately 90- to 120-minutes live presentation.

WHO SHOULD ATTEND

HR professionals involved at all levels in healthcare, including senior HR executives, compensation executives, benefit coordinators, HR generalists, HR specialists, in-house legal counsel and recruiters.

SESSIONS & PRESENTERS

OCT 15

11 a.m. -1 p.m.

PART 1 – “ARE YOU READY FOR 2021? LABOR AND EMPLOYMENT CURRENT DEVELOPMENTS AND ISSUES ON THE HORIZON”

The presenters of the session will discuss significant labor and employment developments of importance to healthcare human resource professionals. Particular emphasis will be on the U.S. Department of Labor Wage and Hour and OSHA issues, developments from the National Labor Relations Board, recent matters before the Equal Employment Opportunity, and a review of significant COVID-19 labor and employment issues.

Learning Objectives

1. Explore important developments from the U.S. Department of Labor regarding Wage and Hour issues and Occupational Safety and Health issues, including COVID-19 related guidance.
2. Understand significant developments from the National Labor Relations Board, including recent case law decisions involving employee access to cell phones during working hours, union election rule changes, and review changes of employer policies under the National Labor Relations Act.
3. Discuss the Equal Employment Opportunity Commission in the mediation and conciliation area, wellness rule regulations, and COVID-19.

Presenters

- **G. Roger King**, Senior Labor and Employment Counsel, HR Policy Association
- **Tara Aschenbrand**, Senior Assistant General Counsel/Employment & Labor Counsel, OhioHealth
- **Geoff Walker**, System VP/Chief Legal Officer, Premier Health
- **Margaret Lockhart**, Associate General Counsel Labor and Employment, Promedica
- **Phil Wilson**, President, General Counsel, Labor Relations Institute
- **David Cook**, Senior Vice President Chief Human Resources Officer, TriHealth

OCT 16

11 a.m. -12:30 p.m.

PART 2 – “2020 OHA COMPENSATION SURVEY UPDATE AND MARKET TRENDS”

Annual update on the OHA compensation survey results, statewide trends, and broader industry trends, along with information regarding organizational leadership structures and evolving compensation arrangements for Advanced Practice Clinicians.

Learning Objectives

1. Evaluate Survey Results and Industry Trends
2. Comprehend Changing Positions, Structures and Related Issues
3. Identify Evolving Advanced Practice Clinicians

Presenters

- **Christy Boswell**, Survey Manager, Total Compensation and Rewards Service Line, Gallagher Human Resources & Compensation Consulting practice
- **Craig Strom**, Principal Consultant, Total Compensation and Rewards Service Line, Gallagher Human Resources & Compensation Consulting practice
- **Kelly Taylor**, Principal Consultant, Total Compensation and Rewards Team, Gallagher's Human Resources & Compensation Consulting practice
- **Aurora Young**, National Managing Director & Service Line Leader, Physician and Advanced Practice Provider Services Service Line, Gallagher's Human Resources & Compensation Consulting practice

OCT 28

11 a.m. -1 p.m.

PART 3 – “Impact of COVID on Hospitals as Employers”

Amid growing concerns about the COVID-19 (coronavirus) outbreak, every industry is forced to respond quickly and accurately to this evolving situation. A cross-disciplinary team of Bricker attorneys is regularly monitoring COVID-19 news and guidance to help their clients assess the potential impacts on their operations. Join Bricker Attorney's as they discuss general COVID employment issues; COVID and benefits; COVID workers comp and OSHA; and Wage and Hour Bonus Issues.

Learning Objectives

1. Understand strategies for dealing with accommodation issues associated with at risk employees during COVID-19 Pandemic.
2. Understand welfare plan and payroll changes available to employers and employees as a result of COVID-19 federal laws and regulations.
3. Learn ways to reduce workers' compensation and OSHA liability associated with remote working injuries
4. Learn which bonuses and pay codes are likely to cause issues related to the calculation of overtime and which bonuses and pay codes can be used to avoid an increase in overtime rates of pay.

Presenters

- **James G. Petrie**, Partner, Chair of the Employment & Labor Group, Bricker & Eckler LLP
- **Kofi A. Semanya**, Associate, Labor & Employment, Bricker & Eckler LLP
- **Lauren N. Gresh** of Counsel, Employee Benefits Attorney, Bricker & Eckler LLP
- **Sue A. Roudebush**, Partner, Worker's Compensation Law and Procedures, Bricker & Eckler LLP
- **Anthony T. Lelli**, Staff Attorney, Worker's Compensation Claims, Bricker & Eckler LLP
- **Jill K. Bigler**, Partner, Labor & Employment, Bricker & Eckler LLP
- **Elizabeth C. Stock** of Counsel, Labor & Employment, Bricker & Eckler LLP

CONTINUING EDUCATION CREDITS

This webinar series has been approved for a total of 5.5 CHHR CE credits, 5.5 HRCI CE Credits, and 3.0 CLE CE credits. Contact Casey Strader with questions, casey.strader@ohiohospitals.org, 614-384-9133.

REGISTRATION FEES

There is no cost to OHA members.

REGISTRATION

All attendees must register online. Go to our events page at ohiohospitals.org/events to register. Zoom links will be provided to registrants at least one day prior to each session. For registration questions, please contact Sherri Cohen at sherri.cohen@ohiohospitals.org.

QUESTIONS?

Please contact Casey Strader at Casey.Strader@ohiohospitals.org.