



March 4-7, 2012

Hyatt Regency Washington | Washington, D.C.



HAVE A VOICE

**SHRM 2012
Employment Law &
Legislative Conference**

SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



SHRM 2012 Employment Law & Legislative Conference

provides the information you need to stay informed about the latest legislative issues pending at the federal and state level as well as compliance and regulatory issues that affect how you conduct day-to-day HR business.



Keynote Presenters

Opening General Session with Michael P. Aitken

Monday, March 5 | 8:30 a.m. – 10:00 a.m.

The Washington Outlook:

HR Public Policy in a Season of Political Discontent



Mike Aitken has worked at SHRM since 2003 and currently serves as the vice president of Government Affairs. Prior to joining SHRM, he served for 14 years as associate director for Governmental and External Relations at the College and University Professional Association for Human Resources (CUPA-HR).

Previously, Aitken worked on state public policy issues at Bonner & Associates, a public affairs firm in Washington, DC.

In November 2012, American voters will head to the polls to decide who will serve in the White House for the next four years and which party or parties will control the House and Senate. In the midst of election-year politics and the continuing difficult economic situation, many issues of importance to the HR profession are at the forefront of consideration of the 112th Congress and the federal agencies. Key issues of focus include proposals to create a new mandatory employment verification process, efforts to overhaul the recognition of unions in the collective bargaining process as well as proposals to amend current affirmative action legal requirements for employers in regards to veterans, the disabled and others.

Luncheon and General Session with Neil Newhouse and Peter Hart

Monday, March 5 | 11:45 a.m. – 1:45 p.m.



Two of the nation's leading political pollsters discuss the mood of the American voter as we move into the 2012 election season. Peter Hart is regarded as one of the top analysts of public opinion in the United States. Since 1971, he has served



Keynote Presenters



as chairman of Peter D. Hart Research Associates, and since 1989, he has been a pollster for NBC News and *The Wall Street Journal*. *National Journal* named Hart one of its 150 national leaders who shape federal government policy, lauding him as “probably the foremost Washington pollster for the Democratic Party and its centrist candidates.” Neil Newhouse is a partner and co-founder of Public Opinion Strategies, which is a national political and public affairs survey research firm whose clients include leading political figures, *Fortune* 500 companies and major associations. Newhouse has also worked in the political field for more than twenty-five years, and was described as “one of the most respected pollsters in the country.” Newhouse has helped elect 15 current members of Congress, four U.S. senators and five governors.

November 2012 is quickly approaching and changes are imminent on Capitol Hill. Hart, one of the top Democratic pollsters in the nation whose client list includes the Clintons and Kennedys, and Newhouse, recently named “Pollster of the Year” and widely regarded as the top Republican pollster in the country, have their fingers on the pulse of the American voter. Hart and Newhouse will discuss the current political environment and the outlook for the U.S. House and Senate. They will also provide insight to the November 2012 election and the hotly contested presidential race. What do the numbers show? What are the trends to watch? Hart and Newhouse will give you their take on Americans’ attitudes in this season of political discontent.

Breakfast and General Session with Ray Suarez

Tuesday, March 6 | 8:00 a.m. – 9:00 a.m.



Ray Suarez joined the “PBS NewsHour” in October 1999 as a Washington-based senior correspondent. Suarez has more than 30 years of varied experience in the news business. He came to “The NewsHour” from National Public Radio, where he had been host of the nationwide call-in news program “Talk of the Nation” since 1993. Prior to that, he spent seven years covering local, national and international stories for the NBC-owned station WMAQ-TV in Chicago. He is the author most recently of a book examining the tightening relationship between religion and politics in America, *The Holy Vote: The Politics of Faith in America*. A Life Member of the National Association of Hispanic Journalists, Suarez was a founding member of the Chicago Association of Hispanic Journalists.





Agency Updates

Held in conjunction with the concurrent sessions, these programs give you the opportunity to learn about recent regulatory and enforcement activities directly from the agency representatives who implement federal employment laws. During these sessions, you'll receive an overview of the agency rule-making and enforcement priorities for the year as well as information on recent guidance and initiatives that could affect your workplace. Each session includes a chance to ask questions of the experts. Don't miss this opportunity to interact with those instrumental in administering and enforcing workplace law and regulation.

Capitol Hill Visits

Take advantage of this rare opportunity to visit the congressional office of your senators and representatives and/or their staff. SHRM brings you a unique chance to let your member of congress know, in person, how pending workplace legislation affects you as an HR professional. In so doing, you join forces with the participants of HRVoice—many of whom have heralded the tremendous Capitol Hill visit as the highlight of their conference experience.

The appointments are scheduled by SHRM in advance, a briefing is held to familiarize you with current legislative issues, and a special boot camp is scheduled Sunday afternoon to help you practice what to say during the visit.

During lunch on Tuesday you and other SHRM members from your state delegation will sit together before the visit to share experiences and ideas for the group Hill meetings.

To participate in the Hill visits, you must sign up on the registration form and SHRM must receive your registration by February 28, 2012.

Reminder: Your home ZIP code is needed to correctly identify your congressional district. You will receive a special logistics letter before the conference as well as a Hill Visit packet when you arrive on site at the conference.

Attendees who participate in the Hill visits will earn 2.5 Strategic Management recertification credit hours.



Sunday, March 4



NEW! Advocacy Boot Camp

2:00 p.m. – 4:00 p.m. | Repeated immediately following at 4:00 p.m.

This 2.5 hour boot camp will combine two sessions: “How to Lobby Your Member of Congress” and “Advocacy Boot Camp: Policy Issues for Hill Visits.” The boot camp will prepare those who will be meeting with congressional members by providing talking points and “how-to” strategies to effectively communicate their views on legislative issues. The boot camp will also analyze legislative issues pending in the 112th Congress that directly impact the HR profession.

First-time attendees participating in the Capitol Hill visits are strongly encouraged to attend one of the boot camp sessions.

SPHRs may earn up to 2.0 Strategic Management recertification credit hours for attending the Advocacy Boot Camp.

Presenters: *Kathleen Coulombe and Michael Layman, senior associates, Government Affairs, SHRM, Alexandria, Va.*





Monday, March 5

Welcome Breakfast

8:00 a.m. – 8:30 a.m.

Opening General Session with Michael P. Aitken

8:30 a.m. – 10:00 a.m.

SPHRs may earn up to 1.5 Strategic Management recertification credit hours for attending the Opening General Session with Michael P. Aitken.

Please see page 2 for more details.

Break

10:00 a.m. – 10:15 a.m.

Concurrent Sessions

10:15 a.m. – 11:45 a.m.

The content-rich concurrent sessions offered cover an extensive and inclusive range of topics. Sessions are summarized in the succeeding pages. This year, each session lasts 90 minutes. We encourage you to plan your conference curricula in advance. Please visit the conference website at www.shrm.org/conferences/leg for the most up-to-date schedule of topics and speakers.

The Supreme Court Speaks ... Are You Listening?

Workplace Application: This presentation will arm you with a thorough understanding of the most important decisions from the highest court in the land.

Legislation and regulations keep changing. With each ruling, the U.S. Supreme Court is permanently shaping federal law principles. Beachboard will examine the key employment law decisions from the last few terms—with more than just a summary of the holding. The facts of each case, the Court's rationale, the long-run implications and, most importantly, how the decision will impact the employer community will be thoroughly analyzed in an interesting and entertaining fashion. In addition, Beachboard will take a look at the pending cases for the upcoming term.

Presenter: *Joseph L. Beachboard, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Torrance, Calif.*





Tough Love: What Your CEO Won't Tell You About HR, But I Will

Workplace Application: In this session, the presenter will discuss how HR can increase its effectiveness in dealing with the C-suite.

We hear a lot of HR professionals talking about wanting a seat at the table. Less often discussed is why we are sometimes excluded. It is painful to hear the criticisms. It is more painful to be unaware of, and therefore, unable to counteract them. Among the issues discussed in this session will be: avoiding overuse of HR lingo, overemphasizing consistency as opposed to thinking, failing to understand the business of your business, avoiding risk rather than managing it, and forgetting that human resources requires a delicate balance of law, business and humanity so we must learn to live comfortably in the gray. And, by the way, don't ask for a seat at the table. Take it!

SPHRs may earn up to 1.5 Strategic Management recertification credit hours for attending this session.

Presenter: *Jonathan Segal, partner, Duane Morris LLP, Philadelphia, Pa.*

EEOC Disability Discrimination Enforcement Trends: When Having a Consistent Policy May Hurt You

Workplace Application: In this session, we will explore how the EEOC and the courts are analyzing disability discrimination cases in the wake of the ADA Amendments Act.

Covered employers are required to comply with the nondiscrimination and reasonable accommodation provisions of the Americans with Disabilities Act, as amended. We will discuss the agency's groundbreaking challenges to common employer policies, such as fixed leave policies and no-fault attendance policies. You will learn about the EEOC's revised ADA regulations and the earliest court cases interpreting the "new" ADA. Clements will also discuss the EEOC's enforcement priorities in the area of disability discrimination law as well as the agency's recent challenges to common employer policies under the ADA.

Presenter: *Lynn Clements, attorney at law, Jackson Lewis, LLP, Baltimore, Md.*





Monday, March 5

The Obama NLRB Sends a Wake-Up Call to HR

Repeated Tuesday at 2:00 p.m.

Workplace Application: Attend this session and learn how President Barack Obama's National Labor Relations Board (NLRB) is impacting both union and nonunion workplaces.

The NLRB is proving that it's not just unionized employers that need to understand the nuances of traditional labor law. In a series of bold actions, the NLRB jumped into the world of Facebook and social media policies, required new labor law posters in workplaces, and proposed drastically changing the way unions get elected. In addition, through a series of union friendly decisions—including *Specialty Health-care*, which introduced a sweeping change to bargaining unit determinations—the NLRB has tilted the labor-management playing field toward unions. Salvatore will review these developments and discuss strategies for HR's proactive response.

Presenter: Paul Salvatore, member of the firm, Proskauer Rose, LLP, New York, N.Y.



Welcome Luncheon & General Session with Neil Newhouse and Peter Hart

11:45 a.m. – 1:45 p.m.

Please see pages 2–3 for more details.



Concurrent Sessions

2:00 p.m. – 3:30 p.m.

Social Media for HR: Practical Guidance from a Generation Y Attorney

Workplace Application: In this session, you will learn how to develop a bullet-proof social media policy tailor-fit to your organization.

Whether you like it or not, your employees use social media at work. Even if you have a firewall, your employees can use their smart phones to access Twitter and Facebook. However your employees choose to engage in social networking on and off company time, this session will give you the necessary tools to avoid the potential legal issues that an otherwise unprepared organization could face.

This is one issue that certainly cuts to the needs of the business!

Presenter: Eric B. Meyer, attorney, Dilworth Paxson, LLP, Philadelphia, Pa.





What's in a Name? Worker Classification Issues & Updates

Workplace Application: In this session, the presenter will give you practical guidance on how to properly classify employees.

In this interactive program, presented in a mini-case study format, Walters will highlight pitfalls to avoid and proactive tips to help you with employee classification, the latest news in regulatory reform, federal and state legislative trends, as well as recent case law related to the proper classification of workers as employees, independent contractors and more.

Presenter: *Christine Walters, consultant, FiveL Company, Westminster, Md.*

SHRM Advocacy Team: Shaping HR Public Policy

Workplace Application: Examine SHRM's public policy advocacy strategy and the role you need to play in advancing the profession in Washington, D.C., and in state capitals.

Have a voice! A crucial component of SHRM's advocacy efforts is the SHRM Advocacy Team (A-Team), which works to advance the interests of the HR profession in the development of sound public policy. The A-Team is a network of committed volunteers in congressional districts across the U.S. that serves as the "go-to" resource for lawmakers and their staffs on workforce-related issues. Lusk provides an overview of the A-Team effort; takes you through the basic steps of becoming involved in the public policy process; offers best practices for contacting, meeting and building lasting relationships with elected officials and their staffs; and discusses effective ways of communicating your perspective on key workplace issues.

SPHRs may earn up to 1.5 Strategic Management recertification credit hours for attending this session.

Presenter: *David Lusk, senior associate, member advocacy, Government Affairs, SHRM, Alexandria, Va.*

The SHRM Difference

The Society for Human Resource Management (SHRM) offers its conference attendees access to important and relevant topics presented by top-notch speakers. SHRM requires its presenters to focus on session content rather than mentioning or selling books, products or services from the podium.





Refreshment Break

3:30 p.m. – 3:45 p.m.

Concurrent Sessions

3:45 p.m. – 5:15 p.m.

The Enforcers: A U.S. Department of Labor Update

Workplace Application: This presenter will provide practical suggestions on what you can do to reduce the risk of noncompliance in this atmosphere of heightened enforcement.

The Labor Department's Wage and Hour Division continues its focus on punitive enforcement while reducing compliance assistance resources for employers. DOL's strategic agenda for 2012 includes increased focus on independent contractor misclassification, joint employment issues, the planned "Right to Know" recordkeeping regulations, and increased cooperation with state agencies, unions, plaintiffs' attorneys and other employee advocates. McCutchen, a former administrator of the DOL's Wage & Hour Division, will provide an update on these initiatives.

Presenter: *Tammy McCutchen, shareholder, Littler Mendelson, PC, Washington, D.C.*

Flexible Workplace Arrangements: The Latest Twists and Turns

Workplace Application: Learn about the latest developments in building and implementing effective flexible workplace arrangements.

Today, HR professionals face a complicated web of often outdated laws and regulations when trying to implement workplace flexibility, which is a powerful tool to recruit, retain and engage employees. Fortney has been working to assist in the development of a 21st century workplace flexibility policy that meets the needs of both employers and employees that reflects different work environments, representation, industries and organizational

Information Is Your Best Resource

Information is your most valued resource. Concurrent session PowerPoint presentations will be accessible online so that conference registrants can download the sessions you would like to attend ahead of time!

The site includes important information about SHRM's Employment Law & Legislative-related products and services as well as live links to the SHRM website—your window to the HR world.





size. The specific developments that will be covered in this session include: the current trends and best practices for developing and implementing workplace flexibility arrangements; the pending laws and changes we are facing in the future; and an update on SHRM's highly successful efforts to promote greater use of flexible workplace arrangements.

Presenter: *David Fortney, Esq., shareholder, Fortney & Scott, LLC, Washington, D.C.*

The Business Case for Breastfeeding: How to Implement Health Care Reform Laws on Worksite Lactation Support

Workplace Application: Equip yourself with practical tools for implementing worksite lactation support programs that meet federal requirements under the Patient Protection and Affordable Care Act.

Supporting breastfeeding employees is pivotal to a company's family-friendly platform, with proven financial benefits to businesses. It's also the law. The U.S. Patient Protection and Affordable Care Act (AKA health care reform) has specific provisions for worksite lactation programs. Carothers addresses the law, the needs of breastfeeding employees and practical strategies for implementing lactation support in any business.

Presenter: *Cathy Carothers, IBCLC, FILCA, co-director, Every Mother, Inc., Sedona, Ariz.*

Welcome Reception

7:00 p.m. – 9:00 p.m.

This is your opportunity to network with lobbyists, outside media and SHRM staff. Have your voice heard and establish ties that will help you prepare for your visit to Capitol Hill on Wednesday.

What Is SHRM?

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management.

Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession.

Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India.

Visit SHRM Online at www.shrm.org.





Tuesday, March 6



Breakfast & General Session with Ray Suarez

8:00 a.m. – 9:00 a.m.

See page 3 for more details.

Concurrent Sessions and Agency Update

9:15 a.m.–10:45 a.m.

Retaliation: Shoulda Put a Ring on It

Workplace Application: This presenter will update you on the recent case law related to retaliation lawsuits.

The number of retaliation lawsuits is skyrocketing. Pritikin will teach you how to help prevent these lawsuits and analyze how the recent U.S. Supreme Court decision in *Thompson v. North American Steel* impacts employers. She will also review the recent federal and state cases that cover retaliation in the workplace. Pritikin will teach you how to draft an ironclad retaliation prevention policy, update employee handbooks and develop key lawsuit prevention strategies to prevent retaliation claims. We will also play “The Amazing Race Against Retaliation Game” and give away prizes.

Presenter: Jody Katz Pritikin, Esq., attorney, Katz Consulting & Associates, Santa Monica, Calif.

ERISA Update: Keeping Your Benefit Plans (and You!) Out of Trouble

Workplace Application: This program will help you to identify how recent statutory, regulatory and legal developments affect responsibilities and potential legal liability related to employee benefit plans and those charged with administering them.

When the U.S. Supreme Court first called ERISA a “comprehensive and reticulated statute,” they weren’t exaggerating. ERISA’s initial intricate web of administrative and fiduciary requirements governing employee benefit plans is constantly being changed by laws, regulations, agency interpretations and court decisions. Not knowing the current state of ERISA’s requirements can expose your employer’s plans—and you, if you have any responsibility for administering those plans—to potentially significant liabilities and penalties. Pilzner will highlight recent developments you need to know and understand to keep your employer’s plans—and yourself—from unintentional failures to comply with ERISA.

Presenter: Antoinette M. Pilzner, member, McDonald Hopkins, PLC, Bloomfield Hills, Mich.





The Border Battle and Beyond

Workplace Application: Join this interactive discussion that will focus on national immigration policy affecting the workplace.

More than ever before, the federal government has increased its activity as it relates to employment-based immigration law enforcement. Many companies are unprepared for the level of scrutiny being placed on their Employment Eligibility Verification documents during an enforcement action. To be prepared, you need to fully understand the issues involved with proper completion and maintenance of I-9 documents. Cont will help prepare you. We'll discuss what to do when the government requests to review your employment verification documents and the potential liability associated with such investigations. Finally, we'll discuss proposed federal and state legislation that could impact your workplace.

Presenter: *Patrick Cont, attorney, Sturm & Cont, P.A., Spartanburg, S.C.*

Agency Update

Please see page 4 for complete description.

Coffee Break

10:45 a.m. – 11:00 a.m.

Concurrent Sessions and Agency Update

11:00 a.m. – 12:30 p.m.

Beyond Discrimination Claims—What Else Can You Be Sued For?

Workplace Application: By attending this session you will learn how to identify subtle, yet costly, workplace claims and walk away with tools and strategies to minimize litigation risk.

Harassment and discrimination prevention is a given on every HR professional's "to do" list. What about other risky claims such as defamation, fraud, negligent hiring and invasion of privacy? Could you spot these subtle risks? Add to the mix social media usage, noncompetes, solicitation and savvy employees. You need to be prepared. Come to this fast-paced and interactive session to gain tips and tools to minimize your litigation risk.

Presenter: *Allison West, Esq., SPHR, principal, Employment Practices Specialists, Pacifica, Calif.*





Health Care Reform—Two Years Later

Workplace Application: Attend this session and learn not only what health care reform provisions are effective now but what you need to know about for the next several years.

You have spent most of 2010 and 2011 striving to understand and comply with the new health care reform law and to communicate to employees and senior management about its impact. But more challenges lay ahead in implementing the law, and it's not too soon for you to be thinking about changes slated to take effect in 2014. This session will include a checkup on health care reform provisions effective now, and a look ahead at what you should be thinking about for the next several years.

Presenter: Amy Bergner, J.D., partner, Mercer, Washington, D.C.

OFCCP Enforcement Trends: The New Rules

Workplace Application: In this session, we will explore OFCCP's changing approach to investigating employer compliance with veterans and disability regulations.

OFCCP has literally thrown out the old enforcement "Rule Book." Covered federal contractors are required to comply with a variety of nondiscrimination and affirmative action requirements as a condition of receiving federal funds. Failure to comply may result in monetary sanctions or even debarment. Clements will also discuss the agency's cutting-edge methodology to investigate compliance with the regulations, adverse impact and compensation in compliance reviews. Finally, she will provide practical advice on how to self-audit employment practices and to respond to OFCCP audit questions.

Presenter: Lynn Clements, attorney at law, Jackson Lewis, LLP, Baltimore, Md.

Agency Update

Please see page 4 for complete description.

Luncheon & General Session

12:30 p.m. – 1:45 p.m.

Join us for a networking lunch. You will have the opportunity to sit with colleagues from your state to prepare for the Capitol Hill visits.





Concurrent Sessions

2:00 p.m. – 3:30 p.m.

Employment Background Screening: Navigating Turbulent Waters to Stay in Compliance and out of Litigation

Workplace Application: In this session, the presenter discusses the importance of and best practice tips to have legally compliant background screening policies and procedures.

Background checks are currently being targeted by the EEOC, state and federal legislatures and private litigants. Quigley Devata will highlight the current areas of attack. She will focus on the EEOC's recent arguments and litigation tactics as well as how the EEOC's investigations impact employers; recent proposed legislation aimed at restricting the use of credit and criminal history, prohibitions on private employers asking for information, and recent litigation against employers in this area. She will end with questions and best practices for employers.

Presenter: *Pamela Quigley Devata, attorney, Seyfarth Shaw, LLP, Chicago, Ill.*

The Obama NLRB Sends a Wake-Up Call to HR Repeated from Monday at 10:15 a.m.

Please see page 8 for description.

Recertification Credit Available

Attention PHR®s, SPHR®s and GPHR®s! The HR Certification Institute will award hour-for-hour recertification credit for each professional development session you attend, including preconference workshops and concurrent sessions!

Visit www.hrci.org for more information. Please visit the Employment Law & Legislative Conference website for specific information about the sessions that have been preapproved for recertification credit and how many hours are available.





Tuesday, March 6

Inside the Mind of the State Rep

Workplace Application: Increase your awareness of how to evaluate critically proposed legislation at the state level and to increase the effectiveness of grass-roots advocacy.

At the federal level, there is gridlock. So much of the action in the employment area is now happening at the state level. Both parties are pushing for laws at the state level which, if enacted, can affect our jobs as HR professionals and the employees in our organizations. Segal focuses on trends at the state level, provides suggestions for how to evaluate a bill critically as opposed to viscerally and closes with specific recommendations designed to increase your effectiveness as a grass-roots advocate. Among the trends discussed will be bills that focus on: legal prohibitions on bullying; restrictions on the ability of an employer to adopt a no-weapons rule; unpaid leave for victims of domestic violence; increasing the minimum wage as well as the penalties for state wage and hour violations; and restrictions on credit and other background checks.

SPHRs may earn up to 1.5 Strategic Management recertification credit hours for attending this session.

Presenter: *Jonathan Segal, partner, Duane Morris, LLP, Philadelphia, Pa.*

'Association' Liability: It's All in the Company You Keep

Workplace Application: This presentation will arm you with the tools to recognize and prevent association discrimination and retaliation in your workplace.

Recent cases have extended the scope of Title VII of the Civil Rights Act to cover so-called "association discrimination"—interpreting federal law to prevent discrimination and retaliation based not only on an employee's own protected characteristics or activity, but on the employee's "association" with another individual who comes within a protected classification or who has engaged in protected activity. In addition, the U.S. Supreme Court recently held that this protection extends to an employee whose fiancé or friend has complained of discrimination. Beachboard will examine this important—and potentially expensive—trend in federal discrimination law.

Presenter: *Joseph L. Beachboard, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Torrance, Calif.*

Closing General Session

3:45 p.m. – 5:00 p.m.

See page 3 for more details.

Meet to Eat

6:30 p.m.

You don't have to eat alone. This popular program brings attendees together to network and enjoy dinner as a group. Stop by the registration desk before 3:00 p.m. on Tuesday to sign up.



Upgrade to the SHRM Employment Law & Legislative Conference Premium Package



View Sessions Online and Earn 20 Recertification Credits with the Premium Package Upgrade

The Premium Package Upgrade provides unlimited on-demand/online access, 24 hours a day, seven days a week to sessions from the SHRM 2012 Employment Law & Legislative Conference plus relevant sessions from SHRM's most recent Annual Conference. The package includes videos of select keynote addresses and live recordings from concurrent sessions with detailed, downloadable PowerPoint slides.*

Bring the conference to your office or home and earn up to 20 additional webcast recertification credits at your convenience.

Purchase now before rates increase

SHRM Member: \$295 (Add \$99 to extend access from 3 months to 6 months)

Nonmember: \$560 (Add \$99 to extend access from 3 months to 6 months)

* Some sessions might be excluded due to audiovisual problems and/or speakers not granting permission to include their session or slides.





Hotel & Travel Information

The SHRM Employment Law and Legislative Conference will be held at the Hyatt Regency Washington on Capitol Hill, which is convenient to the U.S. Capitol, the White House, the Smithsonian Institution and other Washington landmarks and museums.

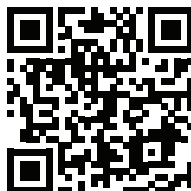
Hyatt Regency Washington on Capitol Hill

400 New Jersey Ave., NW

Washington, DC 20001

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Group rate is available. Attendees should refer to the "SHRM Employment Law & Legislative Conference" for the special negotiated rate.

Getting to the Conference

Washington, D.C., is served by Ronald Reagan Washington National Airport (DCA), Washington Dulles International Airport (IAD) and Baltimore/Washington International Thurgood Marshall Airport (BWI).

A taxi ride will cost approximately \$20 from National Airport and \$50 from Dulles Airport. A taxi ride from BWI will cost \$80.

SuperShuttle services the Washington, D.C., area. Contact SuperShuttle at (800) BLUE-VAN (258-3826) or www.supershuttle.com for pricing and reservations.

SHRM recognizes that its members like a choice in air travel. Altour Travel, Inc., SHRM's official travel agency for the conference, makes booking airline reservations easy with quick access to major airlines:

Phone: (202) 628-4400 or (800) 955-5735,

9:00 a.m.–5:00 p.m. ET, Monday–Friday.

Fax: (202) 628-1650

E-mail: shrmconference@altour.com

Please reference "SHRM Employment Law & Legislative Conference" in the subject line of your e-mail.



SHRM 2012 EMPLOYMENT LAW & LEGISLATIVE CONFERENCE

MARCH 4-7, 2012 • HYATT REGENCY WASHINGTON • WASHINGTON, D.C.

ONLINE (preferred method)
www.shrm.org/conferences/leg

FAX (24 hours a day)
703-535-6490
(Please allow 1 week for processing.)

MAIL SHRM
P.O. Box 79482
Baltimore, MD 21279-0482 USA
(Please allow 4-6 weeks for processing.)

QUESTIONS? Call SHRM at 800-283-SHRM, option #3 | 703-548-3440, option #3
TTY/TDD: 703-548-6999, 8:00 a.m.–8:00 p.m. EST | E-Mail: shrm@shrm.org

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☐ No, I do not want to receive additional Legislative Conference related mailing from sponsors.

REGISTRATION FEES

	11/1/11– 12/30/11	12/31/11– 2/17/12	2/18/12– 3/7/12
<input type="radio"/> SHRM Chapter Legislative Representative	\$905	\$1,030	\$1,170
<input type="radio"/> SHRM Member	\$1,055	\$1,165	\$1,290
<input type="radio"/> Join SHRM now!*	\$1,220	\$1,330	\$1,455
<input type="radio"/> Nonmember	\$1,320	\$1,430	\$1,555

* This fee includes both your one-year membership fee (\$165) in SHRM and your conference registration. Note: Under IRC section 162(e) 7.5% of the SHRM annual dues are not deductible. Please complete the demographic information on this form.

Amount \$

ONE-DAY REGISTRATION Includes daytime and evening activities.

	SHRM Member	Nonmember
Monday, March 5	\$650	\$915
Tuesday, March 6	\$650	\$915

ONLINE ACCESS/PREMIUM PACKAGE

BEFORE 3/4/2012

	3 months	6 months
Member	\$295	\$394
Nonmember	\$560	\$659

AFTER 3/4/2012

	3 months	6 months
Member	\$395	\$494
Nonmember	\$660	\$759

CONFIRMATION: All conference registrants will receive a written confirmation e-mail. (All new SHRM members joining via this registration form will receive membership materials within 4-6 weeks.)

CONFERENCE ACTIVITIES

GET INVOLVED! Your chance to speak up and speak out to your member of Congress on HR issues. We do the planning—you show up and tell your stories to Congress.

☐ Yes, schedule me for the Capitol Hill visit with my congressional representative on March 7, 2012.

To attend the Advocacy Boot Camp session (How to Lobby and Advocacy session), please choose one:

☐ Sunday, March 4 | 2:00 p.m.–4:00 p.m. ☐ Sunday, March 4 | 4:00 p.m.–6:00 p.m.

Hill visit participants must provide their home address information (ZIP code very important). Please note: Registrations received after February 28, 2012, including on-site registrations, will not be able to schedule Capitol Hill visits.

Home Address (Preferred)

City/State/Province/ZIP

PAYMENT INFORMATION

Recertification credit available after payment is received.

- For faster service, register online at **www.shrm.org/conferences/leg**.
- FAX registration form with credit card information to **703-535-6490**.
- MAIL registration form with payment payable to SHRM in U.S. dollars drawn on a U.S. bank to:
SHRM, P.O. Box 79482, Baltimore, MD 21279-0482 USA.
(allow 4-6 weeks for processing)

TOTAL DUE \$

Check Enclosed Government P.O.#

SHRM only accepts P.O.s from government agencies. P.O.s must accompany registration form.

I authorize SHRM to charge \$_____ to my

☐ American Express ☐ VISA ☐ MasterCard

Card No.

Exp. Date

Signature

Date

Name As It Appears On Credit Card Bill

Cardholder's Daytime Phone Number

SHRM CANCELLATION/TRANSFER POLICY

- A cancellation must be in writing and faxed to 703-535-6490 or e-mailed to cscresearch@shrm.org.
- Cancellations will be assessed a \$250 administrative fee November 1, 2011–December 30, 2011.
- Fifty percent (50%) of the registration fee will be refunded for cancellations received from December 31, 2011 through February 17, 2012.
- Cancellations received after February 17, 2012, are nonrefundable.
- If a SHRM member transfers his or her registration to a nonmember, the nonmember must do one of two things:
 - » Pay the difference of the SHRM member and nonmember price at the time of the transfer or
 - » Become a SHRM member at the time of the transfer.

INTERNAL USE ONLY

Date Deposited _____ Amount _____ Co. Check # _____ Pers. Check _____ Money Order _____



SHRM 2012 Employment Law & Legislative Conference



March 4-7, 2012
Hyatt Regency Washington | Washington, D.C.

www.shrm.org/conferences/leg



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