

TO REGISTER VIA MAIL:

HVA Senior Living Alliance

**4631 West Lake Road
Erie, PA 16505**

Phone: (814) 833-1609

Fax: (814) 833-6820

Email: kellyb@h-v-a.org

PROGRAM DATE & LOCATION

MAY 6, 2020

8:30 A.M. - 3:30 P.M.

SAINT MARY'S AT ASBURY RIDGE

**4855 WEST RIDGE ROAD
ERIE, PA 16506**

NAME: _____

TITLE: _____

COMPANY: _____

ADDRESS: _____

CITY: _____

STATE/ZIP: _____

PHONE: _____

EMAIL: _____

LICENSE #: _____

PLEASE PRINT CLEARLY

REGISTRATION FEE:

\$60 MEMBERS

\$80 NON-MEMBERS

(SEATING LIMITED)

REGISTRATION DEADLINE:

April 24, 2020

This program has been
submitted to the
State Board of Examiners of
Nursing Home Administrators
for 5 NHA CEU's



4631 West Lake Road
Erie, PA 16505

Phone: 814-833-1609

Fax: 814-833-6820

www.askhva.org

2020 LAW SEMINAR



May 6, 2020

8:30 A.M. - 3:30 P.M.

Saint Mary's Asbury Ridge

Erie, PA 16506

Presented by:

HVA Senior Living Alliance

In conjunction with



PROGRAM TOPICS

Compliance & Ethics Program – Requirements and Best Practices

- ◆ Understand the requirements of the Compliance and Ethics program
- ◆ Learn about additional requirements that may be required
- ◆ Review best practices in implementing the program

SECURE Act: Important Changes to 403(b) Plans

- ◆ Understand important changes to 403(b) plans
- ◆ Learn to adjust 403(b) plan administration accordingly
- ◆ Understand the impact of the plan changes

Where Employment Law and Workers' Compensation Intersect

- ◆ Review investigation of workers' compensation claims
- ◆ Discussion of denying workers' compensation claims when fraud is suspected
- ◆ Discussion of terminating a problem employee who has filed a WC claim

Handling the Defense of a Discrimination Charge Filed with the EEOC

- ◆ Understand the protected classifications (i.e. race, color, religion, natural origin, gender, etc.)
- ◆ Review the contents of a typical charge of discrimination
- ◆ Obligations of an employer when it receives a charge and the need to file a position statement
- ◆ Examination of the investigative powers of the EEOC

Federal OSHA Update

- ◆ Update on enforcement statistics and data
- ◆ Inspection Guidance of Inpatient Healthcare Settings Memo
- ◆ OSHA Caring for Our Caregivers Series pamphlets
- ◆ Understand resources available to healthcare employers
- ◆ Learn how to find compliance information on the OSHA website
- ◆ Consider working with local OSHA Compliance Assistance resources

AGENDA

8:30 – 8:55	Registration /Continental Breakfast
8:55 – 9:00	Introduction/Opening Remarks <i>- Knox Law</i>
9:00 – 10:00	Compliance & Ethics Program - Requirements & Best Practices <i>- Elliott J. Ehrenreich, Esq.</i>
10:00 – 11:00	SECURE Act: Important Changes to 403(b) Plans <i>- Nadia A. Harvard, Esq.</i>
11:00 – 11:15	BREAK
11:15 – 12:15	Where Employment Law and Workers' Compensation Intersect <i>- Robert D. Zaruta, Esq.</i>
12:15 – 1:00	LUNCH
1:00 – 2:00	Handling the Defense of a Discrimination Charge Filed with the EEOC <i>- Mark T. Wassell, Esq.</i>
2:00 – 2:15	BREAK
2:15 – 3:15	Federal OSHA Update <i>- Mark Harmon, Compliance Assistance Specialist, OSHA</i>
3:15 – 3:30	Open Q & A / Group Discussion

SPEAKERS

Elliott J. Ehrenreich

Elliott J. Ehrenreich, who is licensed to practice in both PA and NY, concentrates his practice on health law, business acquisitions and financings, real estate development and construction projects, and other general business transactions. He has successfully represented a diverse range of clients including businesses, franchises, physician practices, a national healthcare service provider and several nonprofit entities throughout Western PA and Western NY.

Nadia A. Havard

Nadia A. Havard, who is licensed to practice in both PA and NY, helps employers with qualified and non-qualified deferred compensation plans. She also practices in all areas of transfer taxes, estate planning and administration, fiduciary income tax and trust administration, and business law. She regularly employs efficient wealth transfer planning techniques and assists clients with estate and tax planning as well as business successions. Additionally, she helps nonprofit organizations with tax-exempt status matters with a focus on compliance.

Robert D. Zaruta

Robert D. Zaruta practices in the areas of labor & employment law and litigation for employers in a variety of sectors. He has represented employers in unfair labor practices actions and has appeared before the Supreme Court of PA, Commonwealth Court of PA, NLRB, and PA Labor Relations Board.

Mark T. Wassell

Mark T. Wassell, who is licensed to practice in both PA and OH, has been helping employers with labor & employment issues for over 30 years. His practice includes hiring & termination issues, claims of discrimination & harassment, employee handbooks, collective bargaining, and more. He also conducts in-house training programs on a number of employment topics.

Mark Harmon

Mark Harmon is a Compliance Assistance Specialist (CAS) at the Occupational Safety and Health Administration (OSHA). He has worked at the Erie OSHA Office for 24 years, including as a Field Inspector (enforcement). For the last 10 years, he has been the CAS (non-enforcement), and his responsibilities are assisting employers with activities such as public outreach, cooperative programs, and speaking on OSHA topics. He has a Master's degree from Marshall University in Occupational Safety and Health.