

# The **ONLY** conference as unique as your **HR challenges**

## 11th Annual National **HR in Hospitality**<sup>®</sup> Conference & Expo

**March 27 - 29, 2017**  
ARIA Resort & Casino

Back in  
*Las Vegas*

**REGISTER NOW AND SAVE!**  
[www.HRinHospitality.com](http://www.HRinHospitality.com)



Program Developed and Sponsored by:



**School of Hotel Administration**  
Cornell Institute for Hospitality  
Labor and Employment Relations



**Cornell University**  
ILR School

Produced by:

**Human Resource**  
**Executive Conferences**<sup>™</sup>

### SPONSORS

**Talent+**  
THE SCIENCE OF TALENT.

  
**Arthur J. Gallagher & Co.**  
BUSINESS WITHOUT BARRIERS<sup>™</sup>

 **BachalorNemer**

 **wag watch**

 **hospitalityonline**  
Where the job is why you are

 **Predictive  
Leadership  
Solutions**

 **BEEKEEPER**

 **CHART**  
Council of Higher Education  
Research

## Just **one event** has HR guidance tailored to your industry

Only **HR in Hospitality** gives you hospitality-specific strategies for enhancing your people practices — the key to advancing your organization's success — with:

- Details on **proven ways** to strengthen EVP, reimagine guest experience and create a culture of innovation **from hospitality organizations of all sizes**
- **Experienced attorneys** ready to answer your questions and **provide guidance to avoid legal liability**
- **Leading consultants share their expertise** on the hottest HR topics like workforce technology and data-based decision-making
- The opportunity to **meet with industry colleagues face-to-face** and discuss solutions to shared challenges
- And much more!



“I’ve attended **HR in Hospitality** for the past 10 years and am amazed at how it continues to grow and address our industry’s most pressing topics. I always leave feeling rejuvenated and with a wealth of knowledge! With so much hitting HR in the next few years, attending this conference is the perfect way to stay ahead of the game and come away with a proactive plan.”

**Isabel Dreher, PHR**  
Vice President of HR  
The Hotel Group

Hear from executives representing smaller organizations, global giants and everything in between:

- Hampton **10,000+ employees**
- Leading Hotels of the World **201 - 500 employees**
- Panda Restaurant Group **10,000+ employees**
- Pivot Hotels & Resorts **5,001 - 9,999 employees**
- Union Square Hospitality Group **1,000 - 5,000 employees**
- White Lodging Services **1,000 - 5,000 employees**



Monday, March 27	
7:30 - 8:30 a.m.	<b>Continental Breakfast</b> Sponsored by  wag & watch
8:30 - 9:45 a.m.	<b>Opening Plenary</b> Is the Hospitality Industry Innovative? <i>Ted Teng</i>
9:45 - 10:30 a.m.	<b>Refreshment Break in Expo</b>
10:30 - 11:45 a.m.	<b>Plenary</b> The Ever-Changing World of Workforce Technology: Where Are We Going? <i>Jason Averbook</i>
11:45 a.m. - 1:15 p.m.	<b>Lunch Discussions in Expo</b> Lunch Sponsored by  BuchalterNemer
1:15 - 2:30 p.m.	<b>HR1</b> Reimagining the Guest Experience
	<b>HR2</b> Cultivating a Culture That Loves to Innovate
	<b>LAW1</b> Employment Law Update
	<b>LAW2</b> The “Unconference”: FLSA Legal Think Tank
2:45 - 4 p.m.	<b>HR3</b> Exploring Image Standards Through a Modern Lens
	<b>HR4</b> Human Capital Investment Management and the Organizational Fingerprint as Distinctive Competitive Advantages
	<b>LAW3</b> The New Wage and Hour Regulations
	<b>LAW4</b> Grinding Along: The Continued Evolution of “Joint Employer”
4 - 5:30 p.m.	<b>Networking Reception in Expo</b>
Tuesday, March 28	
7:30 - 8:30 a.m.	<b>Breakfast Session</b> Innovation Through People: How Scientific Selection Can Bolster Your Bottom Line Sponsored by  Talent+ <small>THE SCIENCE OF TALENT.</small>
8:30 - 9:45 a.m.	<b>Plenary</b> Learning and Innovation Stories From Around the World: The Future for the Hospitality Industry <i>Kimo Kippen</i>
9:45 - 10:30 a.m.	<b>Refreshment Break in Expo</b>
10:30 - 11:45 a.m.	<b>Plenary</b> HR Tips and Trends
11:45 a.m. - 1 p.m.	<b>Lunch Discussions in Expo</b>
1 - 2:15 p.m.	<b>HR5</b> Death of the Guest: Making Data-Based Decisions
	<b>HR6</b> The Latest and Greatest in HR Tech Solutions
	<b>LAW5</b> Arbitration After the “Epic” Decision
2:30 - 3:45 p.m.	<b>LAW6</b> You Know the Law — How Do You Put It on Paper?
	<b>HR7</b> Creating Culture as a Movement Empowered by the Chief Change Officers — Your HR Team
	<b>HR8</b> Labor and Employment Relations Under a Trump Administration
4 - 5 p.m.	<b>LAW7</b> Unions 2017: Recent Developments
	<b>LAW8</b> Individual Liability in Employment Law
4 - 5 p.m.	<b>Plenary</b> 50 Legal Tips in 50 Minutes
Wednesday, March 29	
8 - 9 a.m.	<b>Continental Breakfast</b>
9 - 10:15 a.m.	<b>Plenary</b> 8th Annual Cornell University Executive Summit
10:30 - 11:30 a.m.	<b>Plenary</b> LGBT Rights in Hospitality: Challenges and Opportunities

## Opening Plenary

### Is the Hospitality Industry Innovative?

Ted Teng, President & Chief Executive Officer, Leading Hotels of the World



**Monday, March 27 • 8:30 - 9:45 a.m.**

How innovative can the hospitality industry actually be? What is our capacity to engage in out-of-the-box thinking? Is it possible to “push the envelope” or is the nature of our business relegating us solely to small incremental improvements? Mr. Teng will answer these questions and more as he shares his thoughts and experiences regarding innovation in our industry. Certain to be provocative, he'll discuss when it's possible to innovate, what it will take, who needs to get involved, what type of leadership is required and more.

- SESSION ►**
- Confirm the extent to which the industry can actually innovate
- TAKEAWAYS**
- Identify the likely drivers or disruptions requiring change or innovation in our industry
  - Understand and leverage the concept of “scale” in innovation

## The Ever-Changing World of Workforce Technology: Where Are We Going?

Jason Averbok, Author, Analyst, Thought Leader, Keynote Speaker, Consultant



**Monday, March 27 • 10:30 - 11:45 a.m.**

We live in a world characterized by continuous change. This is especially true when it comes to the ever-increasing pace that technology is being introduced into the work world. However, we often equip our guests with better technology than we provide our own workforces. Simply put, this pattern is unsustainable. To become or remain “employers of choice,” it is critical to understand the enabling role technology will likely play in the workplace of the future. Jason Averbok, a world renowned consultant, analyst and visionary, will walk you through what is important now and into the future, as we shape the role of HR and, importantly, technology as a valuable enabler.

- SESSION ►**
- Thrive in the ever-changing “perfect storm” of new workers, new technologies and new demands on HR
- TAKEAWAYS**
- Leverage technology to optimize the experience for employees, HR and the organization
  - Identify key skill areas that HR and organizations will need to thrive in the future, including design thinking, data management and storytelling

## Learning and Innovation Stories From Around the World: The Future for the Hospitality Industry

Kimo Kippen, VP of Global Workforce Initiatives, Hilton Worldwide



**Tuesday, March 28 • 8:30 - 9:45 a.m.**

Learning and development leaders have chosen their field because they want to help people grow. Similarly, people have selected to work in the hospitality industry because they have a desire to satisfy the needs and wants of their guests. The two together comprise a workforce that wants to serve community with growth opportunities, passion and a sense of citizenship. No one knows this better than Kimo Kippen, former CLO and now VP of Global Workforce Initiatives for Hilton, who travels the world to discuss learning and innovation and to bring back stories of how new and different approaches to learning are changing the way we live. He'll share how to focus on your people to ensure they have the resources, support and confidence they need to achieve their career goals and company-wide objectives, plus make an impact in the communities where they live and work.

- SESSION ►**
- Identify fundamental shifts, disruptions and emerging trends in learning
- TAKEAWAYS**
- Leverage the over-connected employee, high potentials and frontline staff
  - Blend company objectives with employees' personal goals

## These much-anticipated attendee favorites return!

### HR Tips and Trends

Carey Goldberg, Global Learning & Development Officer, Marriott International and Global HR Leader, EDITION Hotels

Holly Lawson, Corporate Director of People & Culture, Pivot Hotels & Resorts

Robert Mellwig, Senior Vice President, Really Cool People, Two Roads Hospitality

Harold Morgan, Senior Vice President, Human Resources, White Lodging Services

Moderator: J. Bruce Tracey, Professor, Cornell University School of Hotel Administration

**Tuesday, March 28 • 10:30 - 11:45 a.m.**

In this fast-paced session, four respected industry leaders will provide expert guidance on HR strategy and process thought leadership in numerous areas, including staffing, performance management, leadership development, employee engagement, metrics, employment branding, culture, diversity, total rewards, organization design and service delivery models.

- SESSION ►**
- Recognize current HR challenges posed by both internal and external forces
- TAKEAWAYS**
- Implement overall approaches for devising solid human capital strategy
  - Design and implement impactful human capital programming

### 50 Legal Tips in 50 Minutes

Kara Maciel, Chair, Labor Employment Practice, Conn Maciel Carey PLLC

David Sherwyn, Professor, Cornell University School of Hotel Administration

Paul E. Wagner, Shareholder, Stokes Wagner

Celeste Yeager, Shareholder, Littler Mendelson P.C.

**Tuesday, March 28 • 4 - 5 p.m.**

Leading hospitality attorneys will take turns presenting concise, practical tips for HR professionals on critical employment and labor law issues such as class actions, wage and hour compliance, gender bias, social media, micro-bargaining, and more. Learn what you need to know to stay on top of the broad and ever-changing legal landscape — all in one high-energy session.

- SESSION ►**
- Understand current and pending employment and labor laws, regulations and cases
- TAKEAWAYS**
- Develop HR programs in reaction to current trends
  - Identify specific compliance strategies, tactics and alternative approaches to litigation

## Further your professional development!



Plus, **HR in Hospitality** is routinely approved for:

- HRCI Recertification Credits
- CHT Recertification Credits
- CLEs



## 8th Annual Cornell University Executive Summit

Carolyn Clark, Senior Vice President, Talent & Culture, North & Central America, AccorHotels  
 Ed Evans, Chief Human Resources Officer, Four Seasons Hotels and Resorts  
 Michael Fischer, Senior Vice President, Human Resources, Loews Hotels  
 Rick Garlick, Practice Lead, Global Travel and Hospitality, J.D. Power & Associates  
 Carey Goldberg, Global Learning & Development Officer, Marriott International and Global HR Leader, EDITION Hotels  
 Kimo Kippen, Vice President of Global Workforce Initiatives, Hilton Worldwide  
 Holly Lawson, Corporate Director of People & Culture, Pivot Hotels & Resorts  
 Robert Mellwig, Senior Vice President, Really Cool People, Two Roads Hospitality  
 Harold Morgan, Senior Vice President, Human Resources, White Lodging Services  
 Paul E. Wagner, Shareholder, Stokes Wagner  
 Nancy Yaffe, Partner, Fox Rothschild LLP  
 Moderator: David Sherwyn, Professor, Cornell University School of Hotel Administration  
 Moderator: J. Bruce Tracey, Professor, Cornell University School of Hotel Administration

### Wednesday, March 29 • 9 - 10:15 a.m.

Don't miss this unique opportunity to witness and learn from the strategic and practical discussions that occur in boardrooms across the country. Our panel of top HR executives and veteran employment law attorneys will vigorously discuss and debate a handful of wide-reaching and relevant HR topics that hospitality companies face every day. This simulated executive meeting will probe the significant issues challenging the hospitality space, as well as the root causes of those challenges. You'll leave with viable strategies, programming, tactics and tools.

- SESSION ▶ TAKEAWAYS**
- Explain how the challenges facing the hospitality industry present opportunities for HR
  - Describe specific strategies and HR programming employed by leading hospitality companies
  - Understand the high-level solutions and strategies being discussed now at your own organization

## LGBT Rights in Hospitality: Challenges and Opportunities

Cleve Jones, AIDS and LGBT Activist  
 Tyronne Stoudemire, Vice President of Global Diversity and Inclusion, Hyatt  
 Moderator: Beth Livingston, Assistant Professor of Human Resource Management, Cornell University School of Industrial and Labor Relations; Member, Athlete Ally Advisory Board

### Wednesday, March 29 • 10:30 - 11:30 a.m.

This very important and timely session features a moderated conversation between nationally prominent gay rights activist Cleve Jones and Hyatt's VP of Global Diversity and Inclusion, Tyronne Stoudemire. Jones, an associate of Harvey Milk, founder of UNITE-HERE's *Sleep With The Right People* advocacy group, and the subject of a February 2017 ABC miniseries, and veteran diversity leader, Stoudemire will engage in a robust conversation focused on making the industry friendly for both LGBT employees and guests. This conversation will be sure to delve into areas of policy, process, organizational culture and more.

- SESSION ▶ TAKEAWAYS**
- Learn how to create and maintain an inclusive environment for LGBT employees to improve productivity and job satisfaction
  - Understand why conforming to Human Rights Campaign standards is a first step to successful LGBT Human Resource policies
  - Hear how UNITE-HERE's *Sleep With The Right People* is poised to promote inclusive policies and to expose discriminatory practices

## Reimagining the Guest Experience

Rick Garlick, Practice Lead, Global Travel and Hospitality, J.D. Power & Associates  
 Kimberly Rath, President and Co-Chairman, Talent Plus

### Monday, March 27 • 1:15 - 2:30 p.m.

A guest experience can be world-class regardless of price point. When you select individuals with a natural propensity for service, they care about guests and create loyalty. When individuals are in a job they love, led by an adept leader, they are not only great employees, but also great family and valuable community members. Two seasoned team creators will explain how to pinpoint the measurable talents of employees who can create guest experiences that electrify customers, make CFOs happy and contribute well beyond organizational boundaries.

- SESSION ▶ TAKEAWAYS**
- Recognize the potential of your employees and scientifically measure their talents to align with business objectives
  - Build a culture of engagement that translates into phenomenal guest feedback, increased employee retention and profitability
  - Apply case studies of growing guest satisfaction to achieve significant business results

HR1

## Cultivating a Culture That Loves to Innovate

Erin Moran, Chief Culture Officer, Union Square Hospitality Group

### Monday, March 27 • 1:15 - 2:30 p.m.

Innovation and growth do not have to come at the cost of an organization's cultural integrity. Erin Moran will discuss the mindset shift that has allowed Danny Meyer's renowned Union Square Hospitality Group to implement outside-of-the-box initiatives like *Hospitality Included*, which eliminates tipping, as a means of doubling down on corporate values and advancing the culture of Enlightened Hospitality with its focus on friendly, perk-filled service.

- SESSION ▶ TAKEAWAYS**
- Exhibit a commitment to social purpose to appeal to the young workforce
  - Develop an authentic culture of innovation that evolves in a thoughtful and systematic manner
  - Apply lessons learned from successful initiatives currently under way at USHG

HR2

## Exploring Image Standards Through a Modern Lens

Holly Lawson, Corporate Director of People & Culture, Pivot Hotels & Resorts  
 Jason Pruzansky, Davis & Gilbert LLP

### Monday, March 27 • 2:45 - 4 p.m.

In the image-based hospitality industry, many HR professionals have taken a second look at their guidelines and grooming standards. Some of these considerations are driven by compliance; others by the changing expectations of the Millennial workforce. An attorney and an HR leader team up to tackle the issue from both sides, and address the issues surrounding how to ensure your image standards are upheld as you adjust to current trends and legislation.

- SESSION ▶ TAKEAWAYS**
- Understand current legislation that may impact your image and grooming policies
  - Implement best practices to accommodate protected employees
  - Identify the current workforce's views and preferences on image guidelines

HR3



## Human Capital Investment Management and the Organizational Fingerprint as Distinctive Competitive Advantages

Keith Friede, Area Vice President, Talent & Organization Development, North Central Region Practice Leader, Arthur J. Gallagher & Company

HR4

Monday, March 27 • 2:45 - 4 p.m.

Improving your employment value proposition can help you more effectively attract, retain, engage and develop talent. While many organizations focus primarily or even exclusively on cost control, top-performing organizations focus more strategically on maximizing return on talent investment (ROTI) through an integrated process of assessment, targeted asset allocation, differentiation and personalization of the rewards package and performance-driven metrics. Learn how to adopt strategically-oriented human capital investment management, create an intentional and distinctive “organizational fingerprint” that gives you competitive advantage in hospitality talent markets, and optimize your ROTI.

- SESSION TAKEAWAYS**
- Employ the principles and process of human capital investment management
  - Align rewards with employee needs and preferences to design and implement a distinctive EVP that attracts, retains and engages talent
  - Move from a primarily rewards cost minimization approach to an ROTI approach

## Death of the Guess: Making Data-Based Decisions

Whitney Martin, Survey and Assessment Strategist, ProActive Consulting  
Harold Morgan, Senior Vice President, Human Resources, White Lodging Services

HR5

Tuesday, March 28 • 1 - 2:15 p.m.

Lurking beneath administratively burdensome systems that create an appearance of rigor, “hope,” “best guesses,” “gut feel” and other subjective criteria continue to weigh heavily in people decisions. However, business leaders are mandating that HR adopt more evidence-based approaches to decision-making. How can you infuse better data into key decisions throughout the employee life cycle? And how can you measure the positive impact that HR is having on the metrics that matter most to the business? Explore how assessment tools can be used for everything from hiring to leadership development.

- SESSION TAKEAWAYS**
- Explain the benefits of evidence-based decision making
  - Leverage various types of assessment tools to provide more objective data
  - Apply data to improve onboarding, succession planning and team creation

## The Latest and Greatest in HR Tech Solutions

Luke Fryer, Founder and CEO, Harri.com

HR6

Tuesday, March 28 • 1 - 2:15 p.m.

Keeping up with advancements in HR technology can be a full-time job. Beyond simple awareness, understanding how to leverage HR technology in the hospitality sector, in particular, is a key ingredient and driver of business success. Hear about recent developments in HR technology, and identify ways to leverage the latest innovations for a wide array of business intelligence and functional decision making.

- SESSION TAKEAWAYS**
- Understand the latest HR technology trends in the hospitality industry
  - Identify how technological advancements can enable business processes and organizational success
  - Determine the appropriate technology for your specific HR purpose



## Creating Culture as a Movement Empowered by the Chief Change Officers — Your HR Team

Gary Magenta, Senior Vice President, Root Inc.  
Gina Valenti, Owner Services and Hampton Brand Culture & Internal Communications, Hilton Worldwide

HR7

Tuesday, March 28 • 2:30 - 3:45 p.m.

The changes occurring in the hospitality industry are mind-blowing. The last decade brought shifting trends from competitors, consumers and technology alike. Yet, amidst that noise, Hampton by Hilton, in a 13-year partnership with Root Inc., achieved an unprecedented level of owner and team member engagement across its brand, in a primarily franchised environment. How? Together, they unleashed “Hamptonality,” the company’s differentiating culture and a crucial component in Hampton’s success. Hear how three primary ingredients — Culture, Empowerment and Authenticity — enabled this leading brand to create a customer-first culture, empower team members to act like owners and create authentic experiences.

- SESSION TAKEAWAYS**
- Create an employee-first culture to create customers for life
  - Build customers for life by using a simple three-step framework
  - Explain how your HR leaders can become culture champions

## Labor and Employment Relations Under a Trump Administration

Richard Hurd, Associate Dean for External Relations, Professor of Industrial and Labor Relations, Cornell University School of Industrial and Labor Relations  
David Sherwyn, Professor, Cornell University School of Hotel Administration  
Moderator: Professor Harry Katz, Dean, Cornell University School of Industrial and Labor Relations

HR8

Tuesday, March 28 • 2:30 - 3:45 p.m.

With a new administration and a new Congress, the administrative agencies that enforce labor and employment policy may not continue to be the drivers of policy and change. How will the change in administration affect the agencies? Will the NLRB continue to be the driver of labor law reform? Will the Department of Labor continue to push the joint employer doctrine? You’ll get the answers to these and other questions during this lively panel discussion.

- SESSION TAKEAWAYS**
- Understand the impact that the DOL and NLRB have on your organization
  - Predict DOL and NLRB plans moving forward
  - Identify adjustments you can make to policies and procedures due to agency priorities

Learn about the latest HR strategies straight from leading consultants including:

- **Jason Averbook**, Independent Consultant
- **Whitney Martin**, ProActive Consulting
- **Gary Magenta**, Root Inc.
- **Kimberly Rath**, Talent Plus





## Employment Law Update

Barry Hartstein, Shareholder, Littler Mendelson P.C.  
Celeste Yeager, Shareholder, Littler Mendelson P.C.

LAW1

Monday, March 27 • 1:15 - 2:30 p.m.

It's been a busy year for the EEOC with new procedures and cases involving transgender, sexual orientation and religious accommodation issues. HR professionals need to stay on top of recent developments and clearly understand the practical ramifications. Here's your opportunity to get on top of these must-know developments, as two legal experts discuss the implications for your HR practices, policies and programs.

- SESSION TAKEAWAYS**
- Review the most recent accommodation cases
  - Understand the EEOC's priorities regarding discrimination
  - Incorporate the latest holdings into your day-to-day operations

## The "Unconference": FLSA Legal Think Tank

Carolyn D. Richmond, Co-Chair, Hospitality Practice, Fox Rothschild LLP  
David Ritter, Partner, Barnes & Thornburg

LAW2

Monday, March 27 • 1:15 - 2:30 p.m.

You set the agenda for this lively, interactive session covering FLSA legal issues, case law and current requirements for hospitality employers. Two legal experts will facilitate discussions to give you the solutions you need when it comes to the latest on minimum wage, overtime pay, audit preparation and review, compliance and recordkeeping, and more.

- SESSION TAKEAWAYS**
- Understand the most relevant recent FLSA case law
  - Comply with current federal and state jurisdictional requirements
  - Implement the latest approaches for audit preparation and review

## The New Wage and Hour Regulations

Harold Morgan, Senior Vice President, Human Resources, White Lodging Services  
Carolyn D. Richmond, Co-Chair, Hospitality Practice, Fox Rothschild LLP  
Jeffrey Ruzal, Senior Counsel, Epstein Becker Green

LAW3

Monday, March 27 • 2:45 - 4 p.m.

How are companies dealing with changes in the minimum salary for exempt employees? How are HR departments and managers working through the challenges of off-duty work like email and texts? How are companies setting up bonus structures, tracking hours and responding to flexible workweek requests? Our panel of hotel employment law experts will detail their successes and challenges related to these topics, and offer up valuable actionable insights for your company.

- SESSION TAKEAWAYS**
- Understand the latest legal advice on minimum wage rule changes
  - Navigate off-duty work challenges successfully
  - Implement flexible workweeks and compensation

## Grinding Along: The Continued Evolution of "Joint Employer"

Harry I. Johnson, III, Partner, Morgan Lewis  
David Sherwyn, Professor, Cornell University School of Hotel Administration  
Christian White, Associate General Counsel, Litigation, Labor and Employment, North America, AccorHotels

LAW4

Monday, March 27 • 2:45 - 4 p.m.

Joint employer issues continue to evolve. There are now class action wage and hour lawsuits against franchisors such as McDonalds, because employees incorrectly believed they worked for the franchisor. Moving forward, employers and franchisors must analyze joint employer issues when making any decisions regarding leased employees and/or franchisees. You'll learn if the franchise model can still work, whether it is still cost-effective to lease employees, and what the administrative agencies might do under the new president.

- SESSION TAKEAWAYS**
- Know the latest information on the current, fast-moving status of the joint employer doctrine
  - Identify how employers are specifically addressing the ever-changing doctrine
  - Understand where this doctrine is heading and what employers can do to prepare

## Arbitration After the "Epic" Decision

Holly Lawson, Corporate Director of People & Culture, Pivot Hotels & Resorts  
Robert Mellwig, Senior Vice President, Really Cool People, Two Roads Hospitality  
Jason Pruzansky, Davis & Gilbert LLP  
Paul E. Wagner, Shareholder, Stokes Wagner

LAW5

Tuesday, March 28 • 1 - 2:15 p.m.

A former employee of Epic Systems Corp. recently won a second round in his lawsuit, contending the healthcare software maker improperly denied him and other workers overtime pay. The Seventh U.S. Circuit Court of Appeals ruling could make it easier for workers around the country to press claims for overtime. The court ruled that employers cannot require workers to agree to individual arbitration in disputes involving overtime pay. The decision, which contradicts decisions by other appellate courts, affects agreements that bar workers from participating in collective or class-action lawsuits for wage-and-hour claims. Four seasoned arbitration policy drafters will discuss what clauses, if any, will allow class action waivers to survive NLRB/judicial scrutiny.

- SESSION TAKEAWAYS**
- Explain the significance of the Seventh Circuit decision
  - Identify contradictory decisions by other appellate courts
  - Set forth how employers can still implement a class-action waiver



Get legal guidance straight from experienced attorneys at:

- Barnes & Thornburg
- Buchalter Nemer P.C.
- Davis & Gilbert LLP
- Epstein Becker Green
- Fox Rothschild LLP
- Kane Kessler, P.C.
- Littler Mendelson P.C.
- Morgan Lewis
- Proskauer, Rose, LLP
- Stokes Wagner

**You Know the Law — How Do You Put It on Paper?**

Milet Lukey, Vice President of People Operations, SH Group Operations, LLC, Starwood Capital  
 Hayden Pace, Shareholder, Stokes Wagner  
 Celeste Yeager, Shareholder, Littler Mendelson P.C.

LAW6

**Tuesday, March 28 • 1 - 2:15 p.m.**

Settlement agreements, arbitration policies, joint-employer avoidance and non-competes — making sure your documents say what you want them to and, more importantly, do what you want them to, is not always an easy task. Let these legal experts plot you a course through the maze of paper confusion to create documents that are structured, thorough and straightforward.

- SESSION TAKEAWAYS**
- Identify the documents that HR drafts and processes which have employment law consequences
  - Understand how changing laws are affecting legal documents
  - Bring back to your organization clear rules and templates for each type of document

**Unions 2017: Recent Developments**

Michael D'Angelo, Vice President, Labor Relations, Hyatt Company  
 Michael Lebowich, Partner, Labor-Management Relations, Proskauer, Rose, LLP  
 David Rothfeld, Partner, Kane Kessler, P.C.  
 Steven Swirsky, Member of the Firm, Employment, Labor & Workforce Practice, Epstein Becker Green

LAW7

**Tuesday, March 28 • 2:30 - 3:45 p.m.**

New organizing efforts, tactics and law, and renewed emphasis on elections. For years, the hotel industry has been the “holy grail” of the union movement because “you can't move all your hotels to Mexico.” Despite this fact, union density in the hotel industry hasn't grown even with the union's successful 2006 negotiations. Employers argued that the union had nothing to sell, while unions argued the system was rigged. Now, the NLRB has changed the system. Elections are quicker, the law has become more union-friendly and income inequality has become regarded as a national problem. Hear how these most recent developments will impact the hotel industry and whether unionization will rise in the hotel industry.

- SESSION TAKEAWAYS**
- Identify what law changes have occurred and how they affect you
  - Describe how employers are reacting to the changes
  - Understand whether unionization is poised to increase or decrease in the hotel industry

**Individual Liability in Employment Law**

Kalley Aman, Esq., Shareholder, Buchalter Nemer P.C.  
 Ruth L. Seroussi, Of Counsel, Buchalter Nemer P.C.  
 Donna Wanser, Vice President, Legal, Panda Restaurant Group

LAW8

**Tuesday, March 28 • 2:30 - 3:45 p.m.**

Are you and your managers personally liable for employment law violations? This is not a question that should arise *after* a violation. You and your company need a transparent and effective process that protects your managers before problems arise. Three legal experts will provide the answer and structure to clearly identify individual liability under the law.

- SESSION TAKEAWAYS**
- Understand the legal concepts of individual liability
  - Identify the day-to-day effects of individual liability on workers and companies
  - Avoid individual liability for supervisors



**Increase your ROI**

The only way to get every piece of guidance available at **HR in Hospitality** is to bring your entire HR team so that each staff member:

- Learns how to respond properly to legal issues — so time and money aren't wasted on avoidable lawsuits
- Gets guidance on their specific responsibilities, so your entire department functions flawlessly
- Hears the same expert insights, making it easy to gain buy-in for important new HR initiatives
- Can network with other attendees — meaning more opportunities to find working solutions to your problems and to stay competitive in the market

**Best of all, it's affordable!** See page 15 for deeply discounted team rates.

**Gain even more value from your trip**




Instead of planning a costly corporate event, hold a private meeting before or after the conference to discuss company-specific issues and further encourage team-building among staff members who work at different properties. We'll help make all the arrangements! Just email [HRinHospitality@lrp.com](mailto:HRinHospitality@lrp.com) to get started.

**Nation's Only Hospitality HR Expo**



It's a great place to network, make new professional contacts and expand your industry knowledge. Plus, you'll see the latest solutions from leading vendors of HR products and services for the hospitality industry.

**Expo Agenda**

Monday, March 27		Tuesday, March 28	
Refreshment Break	9:45 - 10:30 a.m.	Refreshment Break	9:45 - 10:30 a.m.
Lunch Discussions <i>Lunch Sponsored by:</i>	11:45 a.m. - 1:15 p.m.	Lunch Discussions	11:45 a.m. - 1 p.m.
 Buchalter Nemer			
Networking Reception	4 - 5:30 p.m.		

For exhibiting and sponsorship information, visit [www.HRinHospitality.com](http://www.HRinHospitality.com), or contact Lenore Higgins at [lhiggins@lrp.com](mailto:lhiggins@lrp.com).

© 2016 LRP Publications



Please mention 4-digit code in grey box on back of brochure when registering.



## Conference Location & Hotel

### ARIA Resort & Casino

3730 S. Las Vegas Blvd.  
Las Vegas, NV 89158  
Phone: 866-359-7757 or 702-590-7757



Conference Rate: \$209 single/double + taxes (a daily resort fee of \$28 will be added at check in)

For complete details and to book online visit [www.HRinHospitality.com/travel.html](http://www.HRinHospitality.com/travel.html)


Attendees are responsible for making their hotel reservations. A limited number of rooms are being held at the special rate for our attendees until March 3, 2017 or until the rooms are sold out. To obtain this rate, you must identify yourself as an **HR in Hospitality Conference** attendee and use the same name as on your conference registration. Please contact the hotel for deposit and cancellation policies.


If you reserve more than 10 rooms, you may be required to sign a contract. If you require an ADA accessible hotel room we strongly encourage you to make your hotel reservations early and communicate your needs to the hotel.

## DELTA Travel discounts of 2-10% off any applicable fare!


- Valid on Delta and applicable DL codeshare flights
- Applicable to U.S./Canada originating passengers
- Not valid with other discounts, certificates, coupons, or promotional offers
- Not all fares are eligible for use with this contract. Fare rules will determine eligibility

For reservations, visit [www.delta.com/air-shopping/searchFlights.action](http://www.delta.com/air-shopping/searchFlights.action) and enter the Meeting Event Code **NMP9T**, or call 1-800-328-1111 and reference the Meeting Event Code **NMP9T** (Mon. - Fri. | 7 a.m. - 7 p.m. CT.) Please note booking fees apply for reservations made by phone.

 **Online:**  
[www.HRinHospitality.com](http://www.HRinHospitality.com)

 **Phone: 1-800-727-1227**  
with your credit card  
(9 a.m. - 5 p.m. ET, M-F)

Print a registration form from our website, complete and submit with payment via:

 **Fax:**  
561-622-2423

 **Mail: LRP Publications**  
HR in Hospitality  
360 Hiatt Drive, Dept. 150F  
Palm Beach Gardens, FL 33418

**Payment must accompany registration.** Checks should be made payable to LRP Publications. VISA, MasterCard, American Express and Discover are accepted. Credit card payments are processed upon receipt. ANY CREDIT CARD PAYMENT CHANGES will result in an administrative fee.

### CANCELLATION POLICY

Attendee substitutions may be made at any time with no penalty. Cancellations received in writing before **February 27, 2017** will receive a refund minus an administrative fee of \$150. Cancellations received after this date will not be refunded. Unpaid cancellations for the conference will be billed for the appropriate fee. No-show registrations will not be refunded. Submit requests for substitutions or cancellations to [conferences@lrp.com](mailto:conferences@lrp.com). LRP reserves the right to cancel the conference due to lack of registrations. In case of conference cancellation, LRP's liability is limited to the refund of the conference registration fee only. LRP reserves the right to alter this program without prior notice.

### SPECIAL NEEDS

Please call 1-800-727-1227 to discuss arrangements. Please register 4 weeks prior to the conference.  
TTY: 561-799-6633

## Registration Options

### Full Conference Registration (March 27 - 29, 2017)

Includes attendance at available sessions, continental breakfasts, refreshment breaks, lunches, networking reception, Expo admission and access to online program materials.

### Individual Rates

Super Saver (by 1/25/17)	Early Bird (1/26 - 2/24/17)	Standard (2/25 - 3/24/17)	On-site (after 3/24/17)
\$1125	\$1225	\$1475	\$1525
<b>SAVE \$400.00!</b>	<b>SAVE \$300.00!</b>	<b>SAVE \$50.00!</b>	

**Are you a Cornell University Alumni or an AH&LA or CHART member?** Special discounted registration rates have been arranged for you! Please call 1-800-727-1227 for details.

### Group/Team Discounts

	Super Saver rate/registrant (by 1/25/17)	Early Bird rate/registrant (1/26 - 2/24/17)	Standard rate/registrant (2/25 - 3/24/17)
Team of 3 - 9	\$875	\$975	\$1075
Team of 10 - 15	\$825	\$925	\$1025
Team of 16 - 20	\$780	\$880	\$980

Please call 1-800-727-1227 or email [conferences@lrp.com](mailto:conferences@lrp.com) to request discounted rates for teams of 21+. Team rates cannot be combined with any other discount offer. To receive team rates, you must submit a minimum of 3 registrations together. No refunds will be given for discounts not taken at time of registration.

### Expo Only (March 27 - 28)

Includes admission to Expo and refreshment breaks, lunches and reception held within the Expo

	Pre-show (by 3/24/17)	On-site (after 3/24/17)
Qualified HR Professionals	FREE	\$125
Other Professionals	\$100	

Qualified HR Professionals must meet one of the following criteria for complimentary Expo registration:

- You are an HR Practitioner.
- You are a consultant, sourcing or selection advisor, analyst, student or academic with a primary interest in HR.

**Other Professionals** include but are not limited to: employees of HR vendors not exhibiting at the 11th Annual HR in Hospitality Conference & Expo, financial services professionals, and anyone who cannot demonstrate a valid connection to HR.

All requests for admission to the Expo will be reviewed and qualified individually. You may be required to provide additional documentation for qualification, such as a company web site. You will be notified if your registration is not approved. The **HR in Hospitality Conference & Expo** reserves the right to decline admission to the Expo at its own discretion. Solicitation on the Expo floor by non-exhibiting companies and individuals is strictly prohibited and will result in immediate expulsion.



The **ONLY** HR event you need to be at.



360 Hiatt Drive • Palm Beach Gardens, FL 33418

Earn  
Recertification  
Credits!

**March 27 - 29, 2017**  
ARIA Resort & Casino  
[www.HRinHospitality.com](http://www.HRinHospitality.com)

SOURCE CODE: CD1610-37-

WEB

“Throughout my many years in HR, I’ve attended scores of HR conferences — none have provided me with better or more usable industry-specific guidance than the **HR in Hospitality Conference.**”

**Chris Easley, SPHR, SHRM-SCP**  
Director of Human Resources  
Treasure Island Resort & Casino

Join our community:



#HRinHosp

SECURE  
YOUR SEAT  
NOW.

PRESORTED STANDARD  
U.S. POSTAGE PAID  
LRP PUBLICATIONS