

HRPA'S EMPLOYMENT & LABOR GROUP PRESENTS ITS ANNUAL CONFERENCE:

Leading Through Workplace Policy Change

Strategies to Protect & Advance Your HR Goals in 2025—and Beyond

Thursday, June 26, 2025 | One Day, In-Person Conference | Washington, DC

Wednesday Afternoon

Special Pre-Conference Reception & Happy Hour

Join fellow attendees and guest speakers for a relaxed evening of conversation and connection before the main event.

📍 **4:30–5:30 pm on Wednesday, June 25**

2200 Pennsylvania Ave., Washington DC

[RSVP FOR THE RECEPTION](#)

8:00 a.m. – 8:30 a.m.

Registration & Continental Breakfast

8:30 a.m. – 8:40 a.m.

Introduction & Welcome

8:40 a.m. – 9:30 a.m.

Rewriting the Playbook: A CHRO's Blueprint for Modern Labor & Employee Relations Strategy

Get an inside look at how leading companies are rewriting the rules for labor and employee relations in today's fast-changing environment. In this candid conversation, a CHRO, Labor Counsel, and a Labor Relations Head share how they're adapting to shifting workforce dynamics, rising expectations, and an evolving function. You'll walk away with firsthand insights, practical examples, and a clearer picture of what the future demands.



Michael Fitzsimmons

Vice President, Labor Relations
The Boeing Company



Paul V. Lalli

Senior Vice President, Labor & Colleague Relations
CVS Health



Heidi B. Capozzi

Executive Vice President, Chief People Officer, CVS Health
Director, HRPA; Chair, HRPA's Employment & Labor Group

9:30 a.m. – 10:15 a.m.

Inside the Trump Administration: Policy Moves That Could Reshape Your Workplace

Hear directly from a senior administration official about what's next for the Trump administration's workplace policy agenda. From enforcement priorities to regulatory shifts, get an inside view of the changes set to impact your workplace—and how employers can engage constructively to help shape what comes next.



The Hon. Keith E. Sonderling

38th United States Deputy Secretary of Labor
U.S. Department of Labor



Timothy J. Bartl *Moderator*

President and CEO
HR Policy Association

10:15 a.m. – 10:30 a.m.

Morning Break

10:30 a.m. – 11:30 a.m.

How to Successfully Navigate the New DEI Environment: Advance Your Goals, Minimize Risk

As government scrutiny intensifies, advancing your company's DEI goals requires a smarter, legally sound approach. In this session, HRPA members join top legal experts to unpack the real risks—and share practical, compliance-first strategies to help your DEI efforts move forward confidently and stay out of the legal crosshairs.



2 HRPA Member Representatives

*Names and affiliations withheld
at speakers' request*



Craig E. Leen

Partner
K&L Gates LLP



David S. Fortney

Co-Founder, Fortney & Scott
Former Acting Solicitor, U.S. Department of Labor



Daniel V. Yager *Moderator*

Senior Advisor, Workplace Policy
HR Policy Association

11:30 a.m. – 12:15 p.m.

Conquering the State Patchwork: Strategies for Today's Most Confusing—and Costly—Compliance Challenges

The growing patchwork of state laws is creating real challenges for multistate employers. In this tactical session, a legal expert and seasoned practitioner share the best strategies to navigate pay transparency, paid leave, labor, AI, restrictive covenants, and more. Learn what works, what to watch for, and how to keep your strategy aligned across jurisdictions.



Stephen Mead

SVP, Deputy General Counsel - Global Head of Labor and Employment
Endeavor Group Holdings



Karen S. Elliott

Partner
FordHarrison



Gregory Hoff *Moderator*

Assistant General Counsel, Director of Labor & Employment Law and Policy
HR Policy Association

12:15 p.m. – 1:15 p.m.

Informal Networking Luncheon

1:15 p.m. – 2:00 p.m.

The Global Policy Shift: What it Means for Employers Everywhere

As countries around the world adopt new rules, the pressure is on for global employers to stay ahead of fast-moving regulatory change. Panelists share how they're building cohesive cross-border strategies that support both compliance and business goals. Leave with a clearer understanding of the global policy landscape—and how to navigate it with confidence.



Rodolfo Valente

Vice President of HR, Employee & Workplace Relations
AbbVie



Michael Walters

Chief Human Resources Officer
Samsung Semiconductor, Inc.



Mark H. Floyd

Partner
FordHarrison



Carolyn Fisher *Moderator*

Former VP, Global Labor Relations, PepsiCo, Inc.
Lead Instructor, Labor & Employee Relations Programs, HRPA

2:00 p.m. – 2:45 p.m.

On the Hill: What Congress is Prioritizing and What it Means for Your Workplace

Get an insider's readout on what Capitol Hill is focusing on now—and how it could shape *your workplace* in the year ahead. Congressional Staffers share legislative impact employers, context, and timing to prepare your HR strategy for what's next.



Daniel W. Chasen

Deputy Director of Labor Policy, U.S. Senate
Committee on Health, Education, Labor and Pensions



Kevin O'Keefe

Professional Staff Member, Committee on Education & Workforce
U.S. House of Representatives



Chatrane Birbal *Moderator*

Vice President, Public Policy and Government Relations
HR Policy Association

2:45 p.m. – 3:00 p.m.

Afternoon Break

3:00 p.m. – 4:00 p.m.

The Future of Labor Policy: Navigating Change and Building Modern Frameworks for Success

Federal labor law is aging—and the pace of change at the NLRB keeps employers guessing. In this forward-looking session, one of the nation's leading authorities on labor law explores what's next for labor policy and what it means for *your* company. Walk away with practical frameworks to modernize your labor relations strategy now, and adapt to an evolving landscape.



Samuel Estreicher

Dwight D. Opperman Professor of Public Law,
Director, Center for Labor and Employment Law
Director, Institute of Judicial Administration



Roger King *Moderator*

Senior Labor & Employment Counsel
HR Policy Association

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