

EMPLOYER RESPONSE TO EMPLOYEE VOICE HOW TO MAKE YOURS HEARD AMID THE COMMOTION

HR POLICY ASSOCIATION'S ANNUAL



SEPTEMBER 7-8, 2022

HRPA HR POLICY
ASSOCIATION®

AGENDA at a GLANCE

Wednesday, September 7

{ All times are in Eastern Time }

WELCOME RECEPTION AND DINNER BUFFET

6:00 pm

**FIRESIDE CHAT: A CONVERSATION WITH MIKE MADRID
AND CHUCK ROCHA OF "THE LATINO VOTE" PODCAST**

7:00 pm

Thursday, September 8

REGISTRATION AND BREAKFAST BUFFET

7:00 am

WELCOME AND OPENING REMARKS

8:00 am

**KEYNOTE: A CONVERSATION WITH 70TH U.S. SECRETARY
OF STATE, MIKE POMPEO**

8:10 am

MORNING BREAK

9:00 am

**A NEW ERA OF LABOR RELATIONS:
EMPLOYER RESPONSES TO THE RISE OF EMPLOYEE VOICE**

9:20 am

**HR POLICY STAFF BRIEFING ON PUBLIC
POLICY ISSUES IN PLAY**

10:20 am

THE FUTURE OF HEALTH EQUITY, WELLBENG, AND DE&I

11:15 am

LUNCH AND DESSERT STATION

12:10 pm

THE ROLE OF THE CORPORATION IN SOCIETY: A DEBATE

1:10 pm

**DISNEY AND STARBUCKS: LESSONS LEARNED ABOUT
EMPLOYER RESPONSES TO EMPLOYEE VOICE**

1:50 pm

CONCLUDING REMARKS

2:50 pm

Time

Session

6:00 p.m. – 7:00 p.m. ET

Ballroom Foyer &
Ballroom Salons I-II

Welcome Reception and Dinner Buffet

Generously sponsored by Oracle



Special thank you to our platinum sponsor, Spencer Stuart

7:00 p.m. – 8:30 p.m. ET

Ballroom Salons I-II

Fireside Chat: A Conversation with Mike Madrid and Chuck Rocha of “The Latino Vote” Podcast on the “Importance of Latino Voters in the 2022 Midterm Elections”

Generously sponsored by Univision



Mike Madrid

Co-Founder, The Lincoln Project
Partner, GrassrootsLab
Co-Host, “The Latino Vote” Podcast



Chuck Rocha

President, Solidarity Strategies
Co-Host, “The Latino Vote” Podcast



Michele A. Carlin, moderator

Executive Vice President
HR Policy Association and
Center On Executive Compensation

Time

Session

7:00 a.m. – 8:00 a.m. ET
Ballroom Foyer

Registration and Breakfast Buffet



Thank you to UnitedHealthcare for sponsoring our water bottles

*Thank you to Challenger, Gray & Christmas, Inc.
for sponsoring our room keys*

8:00 a.m. – 8:10 a.m. ET
Ballroom Salons I-II

Welcome and Opening Remarks



Pamela O. Kimmet
Chair, HR Policy Association
Chief Human Resources Officer
Manulife Financial Corporation

8:10 a.m. – 9:00 a.m. ET

Keynote: A Conversation with 70th U.S.
Secretary of State, Mike Pompeo



The Honorable Michael R. Pompeo
70th United States Secretary of State (2018–2021)
Former Director, Central Intelligence Agency



Timothy J. Bartl, *moderator*
President and CEO
HR Policy Association

Time

Session

9:00 a.m. – 9:20 a.m. ET

Ballroom Foyer

Morning Break

Generously sponsored by EHE Health

9:20 a.m. – 10:20 a.m. ET

Ballroom Salons I-II

A New Era of Labor Relations: Employer Responses to the Rise of Employee Voice

Fueled by social media and persistent talent shortages, workers are demonstrating an increasing willingness to express their opinions in the physical and digital workplace. The experience of the global pandemic has caused many to re-evaluate their views about the role that work plays in their lives, and the expectations they have of their employers in meeting their needs. This panel will explore the challenge of how employers are responding to rising expectations of employees, and how this dynamic is influenced by public policy considerations and historical trends.



Carolyn K. Fisher

Vice President, Global Labor Relations
PepsiCo, Inc.



Daniel P. Murphy

Senior Vice President and Deputy General Counsel,
Labor and Employment/Labor Relations
Verizon Communications Inc.



Wells King

Research Director
American Compass



Wilma B. Liebman

Former Chairman (2009–2011)
U.S. National Labor Relations Board



Michele A. Carlin, *moderator*

Executive Vice President
HR Policy Association and
Center On Executive Compensation

Time

Session

10:20 a.m. – 11:15 a.m. ET

Ballroom Salons I-II

2022 HR Policy Outlook – HR Public Policy Issues in Play & the Association's Advocacy and Practice Agenda



Chatrane Birbal, *moderator*
Vice President, Government Relations
HR Policy Association



Timothy J. Bartl
President and CEO
HR Policy Association



Ani Huang
Senior Vice President, HR Policy Association
President and CEO, Center On Executive Compensation



Daniel W. Chasen
Vice President, Workplace Policy
HR Policy Association



Gregory Hoff
Associate Counsel
HR Policy Association



G. Roger King
Senior Labor and Employment Counsel
HR Policy Association



Margaret Faso
Director of Health Care Research and Policy, American
Health Policy Institute and HR Policy Association

Time

Session

11:15 a.m. – 12:10 p.m. ET

Ballroom Salons I-II

The Future of Health Equity, Wellbeing, and DE&I

Employers play an important role in advancing health equity so that all employees can receive the individualized care that brings them to their optimal level of wellbeing. Companies also play an important role in identifying challenges, opportunities and strategies to advance health equity. To date, 75% of HR Policy members have evaluated their health care and wellbeing benefits as part of their strategy to improve inclusion and diversity of their workforces. This panel will discuss the next steps they are taking in 2023 and beyond to promote and advance inclusive and equitable wellbeing benefit programs and services, and explore potential policy changes that would facilitate their efforts.



Tracey Grabowski

Chief Human Resources Officer
The Procter & Gamble Company



Brian Kehan

Director, Benefits & Wellbeing
Merck & Co., Inc.



Rhonda L. Randall, D.O.

Executive Vice President and Chief Medical Officer
UnitedHealthcare



Nicole Kelm

Senior Director, Strategy and Operations
Deloitte Health Equity Institute



D. Mark Wilson, *moderator*

President and CEO, American Health Policy Institute
VP, Health and Employment Policy and Chief Economist
HR Policy Association

Time

Session

12:10 p.m. – 1:10 p.m. ET
Plaza Ballroom &
Ballroom Foyer

Lunch and Dessert Station
Generously sponsored by Aetna Inc.



1:10 p.m. – 1:50 p.m. ET
Ballroom Salons I-II

**The Role of the Corporation in Society:
The Pushback Against ESG**

The rapid focus on ESG issues by companies, policymakers and external stakeholders has given rise to pushback from state Treasurers and other policymakers and some in business about the role that corporations should play in society. To better understand the arguments on both sides of the issue, this short discussion will feature a debate between reasoned voices on each side of the debate as a precursor to our final panel.



James R. Copland
Senior Fellow, Director of Legal Policy
Manhattan Institute for Policy Research, Inc.



Timothy J. Bartl, *moderator*
President and CEO
HR Policy Association

*Thank you to all our WPC sponsors for their generous support:
Spencer Stuart; Aetna; Oracle; United Healthcare; EHE Health;
Challenger, Gray & Christmas; Univision; and IRI Consultants.*

Time

Session

1:50 p.m. – 2:50 p.m. ET
Ballroom Salons I-II

Disney and Starbucks: Lessons Learned About Employer Responses to Employee Voice

The recent examples of Disney and Starbucks provide useful lessons about the fallout that can occur when the corporate “voice” is not aligned with expectations of employees and other stakeholders. This panel will bring together the voices of the Chairman of a Board, a CHRO, a journalist, and a communications expert to discuss how companies can effectively engage their employees to better align employee expectations and employer voice.



David S. Marriott
Chairman of the Board
Marriott International, Inc.



Jena McGregor
Senior Editor
Forbes



Paulette Alviti
Director, HR Policy Association
Executive Vice President and Chief People Officer
Mondelēz International, Inc.



Robert Gibbs, moderator
Former White House Press Secretary
Senior Counsel, Bully Pulpit Interactive

2:50 p.m. – 3:00 p.m. ET

Concluding Remarks

Pamela O. Kimmet

Timothy J. Bartl

THANK YOU FOR YOUR SUPPORT!

HR Policy Association would like to thank the following partners for their commitment to helping our organization provide senior corporate decision makers with the tools needed to assess the potential impact of the public policy process and build effective HR strategies. We deeply appreciate your generous support of our 2022 Washington Policy Conference.

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