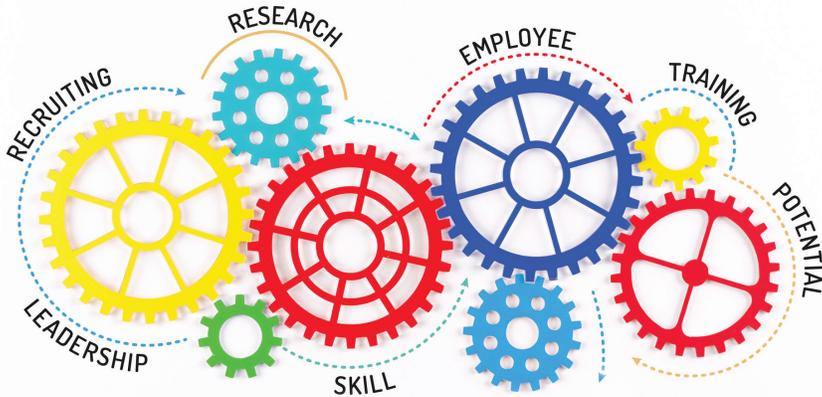


**It Hasn't Gotten Any Easier!**  
Is Your Organization Ready for What's Next?



Human Resources and Employment Law keeps changing. How will you face the new challenges ahead?

Human Resources and Employment Law keeps changing. The approach of the new administration in Washington, D.C. to passing and enforcing various employment laws is much different than that of past administrations. Consequently, your compliance obligations and challenges have changed – and will continue to change – dramatically. In short, compliance hasn't gotten any easier.

**The 2017 PIA Human Resources Conference at the Marriott Syracuse Downtown** is designed to help you prepare for what's next! This Conference (*held at the Turning Stone Casino in years past*) has been presented annually for more than a decade and has been hailed by participants as being THE preeminent HR and employment law education conference, bar none. Unlike other conferences, this one is structured to provide you with a real, no nonsense opportunity to work with experienced Employment Law Attorneys (as well as other participants) to develop your organization's best strategies for complying with new and existing HR/employment laws.

Our presenters are experienced employment law attorneys, and a former U.S. Dept. of Labor investigator, who will make sure you know the latest developments in employment law and rule changes looming on the horizon. But, more importantly, they will give you the suggested

tools and strategies to defend yourself against employment claims and compliance pitfalls.

This conference is dedicated to helping employers not simply survive the ever-changing regulation of the workplace, but to thrive in that environment. The information and materials our instructors provide are the product of decades of experience. Rest assured, the information presented will be relevant and timely for the challenges you will continue to face – and the new challenges ahead.

**Here's what past participants have had to say about the PIA HR Conference:**

*"This conference is a class act. To have excellent speakers, very informative topics and ability to network was fantastic."*

*"Great program. All the presenters were knowledgeable and engaging. Looking forward to attending again next year."*

*"Extremely helpful to put the regulations into day to day scenarios."*

*"[The speakers] have a wealth of knowledge and are terrific presenters. Kudos!"*



Co-Sponsors



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



Printing Industries Alliance is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. This program is valid for 10 PDCs for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

PIA Platinum Sponsors



# Program & Schedule

## DAY ONE – MAY 4, 2017 – FULL DAY

### 1. ESSENTIAL EMPLOYMENT LAW UPDATE: WHAT HAS CHANGED?

Has Everything You've Ever Known about Employment Law been "Trumped"?

- This session will focus on changes that the Trump Administration has made and plans to make with respect to:
  - Revamping Overtime Regulations
  - Changing Focus of EEOC
  - Verifying Applicant/Employee's Immigration Status
  - Changing Leadership/Direction of NLRB
  - Replacing Obamacare
  - Enhanced Unemployment Insurance (Maternity Leave)
  
- You will also learn about recent changes in Federal and State Employment Law, including:
  - Recently-Decided Court Cases
  - Federal Statutory/Regulatory Law
  - State Law Changes

### 2. HR PROBLEMS LURKING IN THE SHADOWS

The Danger is You Don't Know, What You Don't Know!

- In this session, you will learn what you can do to be prepared for and/or to protect against employment-related claims as well as how you can protect your business. In particular, you will learn about:
  - Prohibited Post-Accident Drug/Alcohol Testing
  - Dangers of No-Fault Attendance Policies
  - Paying for Uniforms and Uniform Upkeep
  - Paying for Employee Training Time
  - Accurate Travel Pay Calculations
  - Leased and Temp Employees ARE Your Employees
  - Paid Work Breaks
  - Unpaid Meal Breaks
  - Electronic Communications Private?
  - Conducting Unbiased and Thorough Investigations
  - Communications with Separating Employee
  - Cleaning up Personnel Policies & What Shouldn't Be In Your Handbook
  - And much more ...

## DAY TWO – MAY 5, 2017 – HALF DAY

### 3. CAN YOU FIRE ANY EMPLOYEE FOR BAD ATTENDANCE ANYMORE?

This portion of the program will be dedicated to understanding when and how to discipline an employee for poor attendance without violating the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA) and other state and federal laws. It is critical that employers realize that when making a termination decision about an employee with poor attendance, all of these laws must be considered. If, for example, a single day of an employee's absence was protected by ADA and it was factored into the final termination decision, the decision violated the law. Come learn the essential strategies for protecting your organization from these claims and how to make this kind of discipline stick.

### 4. WHAT TO EXPECT DURING A U.S. DEPT. OF LABOR WAGE AND HOUR INVESTIGATION

- What prompts an investigation
- The initial conference
- The importance of good record keeping
- Back wages and the cost of non-compliance
- The final conference
- Consequences of willful and/or repeat violations

## SCHEDULE

### THURSDAY, MAY 4, 2017 (FULL DAY)

- 8:00 am** Registration and Continental Breakfast
- 8:30 am** Essential Employment Law Update
  
- 12 noon** Networking Lunch
- 1:00 pm** HR Problems Lurking in the Shadows
- 4:00 pm** Adjournment
- Dinner on your own**

### FRIDAY, MAY 5, 2017 (HALF DAY)

- 8:00 am** Continental Breakfast
- 8:30 am** Can You Fire Any Employee Any More?  
  
What to Expect During a U.S. Dept. of Labor Wage and Hour Investigation
  
- 12 noon** Networking Lunch
- 1:00 pm** Adjournment

# Who Should Attend • Sponsors • Faculty & Guest Speaker

## SPONSORING ORGANIZATIONS

**Printing Industries Alliance** has long been a recognized leader in the development and implementation of proactive HR management programs tailored to the needs of its members. Services are specifically geared to non-union or unionized members of any size and emphasize effective management techniques proven to help member companies. Don't wait until an HR emergency happens; call PIA at (800) 777-4PIA today.



**Free Community Papers of New York** represents the interests of free distribution publications throughout New York State. Our mission is to unite and educate our members for their strength and prosperity. Call FCPNY at (877) 275-2726 to learn more about how membership can benefit your company.



### Gilroy, Kernan & Gilroy

You've got a business to run, and it's our job to help you do that better than your competition. How? By diving into the deep end of your business and asking the right questions, our proprietary, insight-driven, four-step process reveals the best path to protection. Our fully integrated team is personally invested in your success, and we specialize in implementing those solutions that turn risk into opportunity. To learn more, visit: [www.GKGRisk.com](http://www.GKGRisk.com).



**MACNY – The Manufacturers Association** is the largest manufacturing association in New York State and, with its Alliance, partners, amplifies the voice of manufacturers across the region and state. MACNY has been servicing manufacturers for over 100 years and serves 300 member companies in 26 counties in Central Upstate New York.



## WHO SHOULD ATTEND

Owners, top managers, human resources staff, finance managers and others associated with the development of strategies to manage a graphic communications company. Attendees will have the opportunity to learn from experts and also network with other printing company managers who face the same challenges on a daily basis.

## CONFERENCE FACULTY

### Nicholas J. Fiorenza

is the President and Managing Partner of the **Ferrara Fiorenza PC** law firm. A graduate of the George Washington University law school, his practice is dedicated to representation and counsel of employers with respect to all aspects of employment, labor relations and transportation law as well as offering expanded business counseling to his private sector clients. He is also the Manager of **Delacroix Consulting Group, LLC**, the Firm's sister human resources management consulting firm. Before forming his law firm, Mr. Fiorenza was President of the Printing and Imaging Association of New York State, Inc., and he continues to represent the Printing Industries Alliance as its General Counsel. He has worked with print-related organizations for over 25 years and offers a unique perspective on the current legal and political environment impacting our industry



**Michael L. Dodd** is a Partner in the **Ferrara Fiorenza** law firm.



He currently serves the Firm in the day-to-day representation and counseling of public and private sector employers and regularly conducts training presentations for trade associations and other employer groups throughout the country.

### Joseph J. Bufano

is an Associate Attorney with the **Ferrara Fiorenza** law firm. He is a graduate of Syracuse University and the Hofstra University School of Law. His practice is devoted to representing and advising both private and public sector clients, various business and employment law matters.



## GUEST SPEAKER

**Shequeila Birdsong** is the Community Outreach and Planning Specialist for the Federal Department of Labor's Wage and Hour Division. She was initially hired by the Dept. of Labor as a Wage and Hour Investigator. She investigated employers' compliance with many labor laws, including the Fair Labor Standards Act (FLSA), Service Contract Act (SCA), Davis Bacon and Related Contracts Act (DBRA), and the Family Medical Leave Act (FMLA). During 2016, Mrs. Birdsong accepted a position as the Albany District's Community Outreach and Planning Specialist (CORPS). In this position, she uses her technical and practical knowledge of Wage and Hour laws to educate employees and employers of Federal labor law requirements.

See back page for Cost to Attend and Registration Form.  
Contact PIA at (800) 777-4742 with any questions.

# PIA HR Conference Facility • Registration Form 2017

## COST TO ATTEND:

### MEMBERS of SPONSORING ORGANIZATIONS

\$325.00/PERSON

### NON-MEMBERS:

\$425.00/PERSON

This includes all conference lectures, all handouts, breakfast and lunch on both days of the conference.

**All sessions will be held in the Skaneateles Court meeting room on the lobby level.**

## HOW TO REGISTER:

Register using this form, call PIA at (800) 777-4742 or register online at [www.PIAAlliance.org](http://www.PIAAlliance.org)



## CONFERENCE FACILITY

**Marriott Syracuse Downtown**  
**100 East Onondaga Street**  
**Syracuse, NY 13202**  
**(315) 474-2424**

Our new conference facility is the Marriott Syracuse Downtown, formerly the Hotel Syracuse. The hotel has been extensively renovated and offers both a modern and historic feel, state-of-the-art meeting rooms, and several restaurants and lounges. Overnight rooms are available with the "Printing Industries Alliance" room block at the rate of \$159.00 per night (**cut-off date is April 15, 2017**). Reservations after April 15th are based on availability. For reservations, go to <https://tinyurl.com/kk3dlp9> or call (800) 228-9290.

## REGISTRATION FORM

Printing Industries Alliance

### Annual Human Resources Conference | May 4-5, 2017

Co-Sponsored by Free Community Papers of New York; Gilroy, Kernan & Gilroy; the Manufacturers Association of NY  
**Marriot Syracuse Downtown, Syracuse, NY**

Name (Main Contact) \_\_\_\_\_

Email \_\_\_\_\_

Add'l Registrant \_\_\_\_\_

Add'l Registrant \_\_\_\_\_

Add'l Registrant \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Check Enclosed (Payable to PIA)      \$ \_\_\_\_\_

Invoice my Company      \$ \_\_\_\_\_

Credit Card Payment      \$ \_\_\_\_\_

Credit card:  Visa    MasterCard    AmEx

Exp. Date (Month/Year) \_\_\_\_\_

Name on Card \_\_\_\_\_

### Cancellation Policy

Reservations must be cancelled by APRIL 27, 2017 to receive full refund.

### RETURN FORM TO:

#### Printing Industries Alliance

636 North French Road, Suite 1, Amherst, NY 14228  
Fax to: (716) 691-4249 | Email to: [info@PIAlliance.org](mailto:info@PIAlliance.org)  
[www.PIAAlliance.org](http://www.PIAAlliance.org)



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