



# The 18th Annual Employment and Human Resources Law Solutions Conference

May 16-17, 2019

Turning Stone Resort Casino, Verona, New York



This program is valid for 12  
PDCs for the SHRM-CPSM  
or SHRM-SCPSM.



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## Turning Stone Resort Casino

5218 Patrick Road, Verona, NY  
(800) 771-7711

## The "Must Attend" Conference for ALL Employers

It's easy to get overwhelmed trying to keep up with changing employment laws, diverse workforces and ever-increasing demands on our time. It's just as easy to get underwhelmed at employment law conferences that promise to explain these laws and changed workplaces only to bombard you with confusing legal principles with little or no practical advice. The Employment and HR Law Solutions Conference at the Turning Stone Casino is different.

Plan on attending the Solutions Conference at Turning Stone Resort Casino on May 16 and 17, 2019. The conference, presented annually for 18 years, has been hailed by participants as THE preeminent HR and employment law education conference, bar none.

### What You'll Gain By Attending:

This conference will provide you with practical, easy-to-follow strategies and solutions for:

- 1) complying with recent and anticipated employment law changes
- 2) dealing with the most troublesome HR problems that you face on a daily basis; and
- 3) building employee engagement and leadership in your organization.

In other words, unlike other conferences, this one is structured to provide you with a real, no nonsense opportunity to work with experienced Employment Law Attorneys, HR and Benefit consultants (as well as other participants) to develop best HR practices for your organization's success.

## What Your Peers Say About the Conference ...

- "I was told by many that this was/is one of the best HR conferences there is – I agree! I have been to many."
- "The presenters allow participants to identify problems they are experiencing so we all can learn."
- "This is my favorite training program and I look forward to it every year."
- "Great program. All the presenters were knowledgeable and engaging. Looking forward to next year."
- "As always, this program exceeded my expectations."
- "The speakers are fantastic and entertaining."

Conference Sponsors:



# PROGRAM

## DAY ONE – MAY 16, 2019 | 8:00 a.m. – 4:30 p.m.

Continental Breakfast, Refreshment Breaks and Lunch Provided

### □ Essential Employment Law Updates

*Nicholas J. Fiorenza, Esq., Ferrara Fiorenza PC*

You will learn practical, easy-to-follow solutions for complying with recent changes in Federal and State employment law, as well as upcoming changes to prepare for, including:

- Affordable Care Act Ruled Unconstitutional, Now What?
- Expanded Employment Discrimination Liability: Hidden Traps
- Are You Prepared for the New Federal Overtime Rules?
- Who are Your Employees Anyway?
- 1099 Employees? Using Independent Contractors and Consultants
- Workplace Bullying Law: Are You Ready for the Next Challenge?
- Expansion of Paid Family Leave
- And much more ...

### □ Unconscious Bias In the Workplace

*Allison L. Marley, Esq., Ferrara Fiorenza PC*

To eliminate sexual and other forms of discrimination from the workplace requires a change in workplace culture. This program highlights the unconscious biases that we all possess and provides insights/strategies for eliminating those that create the biggest problems for employees and employers.

### □ Working Lunch — Controlling Your Workers' Compensation Costs

*Larry Gilroy, Gilroy, Kernan & Gilroy*

A case study approach to implementing effective real world cost control strategies.

### □ What Your Managers Need to Know About Documentation Today

*Nicholas J. Fiorenza, Esq., Ferrara Fiorenza PC*

*Allison L. Marley, Esq., Ferrara Fiorenza PC*

Losing employment law disputes can almost always be traced back to poor documentation. But today's documentation requirements are much different than they were even 10 years ago. Simply writing down seemingly important aspects of workplace issues is not a solution to the problems of legal compliance and leadership. Too often, workplace documentation creates an additional problem for employment counsel to overcome in court or during an administrative investigation. This session will explore what you may not know about documentation:

- what it actually is, how it is used
- the five deadly mistakes managers make time and time again

### □ Solutions for the Most Troublesome HR Problems Facing Employers Today

*Michael L. Dodd, Esq., Ferrara Fiorenza PC*

You will learn insights and common sense strategies for dealing with these issues:

- Are Your Exempt Employees Properly Classified?

- Real Solutions to Payroll Problems:
  - Accurate Timekeeping and Recording
  - Compensation Strategies
  - Meal Periods
  - Travel Time
  - And much more ...

## DAY TWO – MAY 17, 2019 | 8:00 a.m. - 2:00 p.m.

Continental Breakfast, Refreshment Breaks and Lunch Provided

### LEADERSHIP SOLUTIONS

#### □ Rethinking Workplace Leadership & Engaging Your Multi-Generational Workforce

*Nicholas J. Fiorenza, Esq., Ferrara Fiorenza PC*

*Michael L. Dodd, Esq., Ferrara Fiorenza PC*

The frustration level associated with preserving a motivated and productive workplace has never been higher. Some companies turn to employment practices liability insurance, others hire a consultant or just "put their head in the sand" and hope things get better. They are all embroiled in the daily struggle of managing a workplace reflecting all of the social turmoil of our times. Overcoming this struggle calls for a cohesive workplace philosophy that provides the tools needed to develop leadership within their organizations.

Among those tools are methods of promoting "employee engagement". What motivates members of each generation and what does not motivate them to become passionate about their work and your organization? The program covers techniques from providing individual freedom to manage time and work to practical and inexpensive motivators your managers can begin implementing tomorrow.

#### □ What You Should Know About the USDOL Family Medical Leave Act and NYS Paid Family Leave

*Shequeila Birdsong, U.S. Department of Labor*

*Joseph Cavalcante, N.Y.S. Workers' Compensation Board*

Come learn from the agencies that enforce the laws. In this interactive and practical program, a representative of U.S. Department Labor will address FMLA coverage, employee eligibility, employer & employee responsibilities, and FMLA record keeping requirements. Then, a representative of the NYS Workers' Compensation Board will address Coverage, Benefits, Eligibility, Filing, Employer Responsibilities, PFL & Other Leave Policies and Available Resources. Whether you are required to comply with one or both of these laws, don't miss this opportunity to get your questions answered from the source!

#### □ Working Lunch — Empower Your Employees with Financial Wellness

*Noelle Murphy, Gilroy, Kernan & Gilroy*

*Aaron Finch, Voya Financial Partners*

*Chris McAvoy, T. Rowe Price Investment Services, Inc.*

Today more than ever, financial wellness is just as important as physical wellness. In fact, employees who struggle from financial trouble are often more likely to have less focus at work, an unhealthy lifestyle, higher medical costs, and later retirement. Learn how incorporating a financial component to your wellness program can be a strategic move that both you budget and your employees will appreciate.

#### □ Wrap-Up — Questions and Answers

# Schedule/Who Should Attend/Speakers/Sponsors

## SCHEDULE

### THURSDAY, MAY 16, 2019

- 8:00 am Registration and Breakfast
- 8:30 am Essential Employment Law Updates
- 11:00 am Unconscious Bias in the Workplace
- 12 noon Working Lunch—Controlling Your Workers’ Compensation Costs
- 1:00 pm What Your Managers Need to Know About Documentation Today
- 2:30 pm Solutions for the Most Troublesome HR Problems Facing Employers Today

*Dinner on your own*

### FRIDAY, MAY 17, 2019

- 8:00 am Breakfast
- 8:30 am Rethinking Workplace Leadership & Engaging Your Multi-Generational Workforce
- 10:30 am USDOL Family Medical Leave Act and NYS Paid Family Leave
- 12:30 pm Working Lunch—Empower Your Employees with Financial Wellness
- 1:30 pm Wrap-Up – Q & A
- 2:00 pm Adjournment

## WHO SHOULD ATTEND

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

## CONFERENCE FACULTY



**Nicholas J. Fiorenza**, President and Managing Partner, **Ferrara Fiorenza PC**. 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 and labor relations 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 affiliated 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 Association as its General Counsel.



**Michael L. Dodd**, Partner, **Ferrara Fiorenza PC**. His practice focuses primarily on defending employers in discrimination, wage and hour, labor relations and other employment related claims. He serves the Firm in the day-to-day representation and counseling of public and private sector employers. He is also a frequent author and speaker on these topics for both state-wide and nation-wide organizations.



**Allison L. Marley**, Attorney, **Ferrara Fiorenza PC**. Ms. Marley is a cum laude graduate of SUNY Brockport and a cum laude graduate of Thomas M. Cooley Law School. Her experience includes civil and criminal litigation and general representation in labor and employment matters.

## GUEST SPEAKERS



**Larry Gilroy**, President, **Gilroy Kernan & Gilroy Inc.** Mr. Gilroy enjoys an active hands-on role helping GKG’s largest clients shape strategies that address the inherent conflict between unsustainable cost trends and the need to reward, recruit and retain top talent. Under his leadership, the GKG team has been recognized by prominent groups for their best practices, their “Fit and Friendly” workplace and as the 2010 #1 Best Company to Work for in NYS for small employers.

**Shequeila Birdsong**, Community Outreach and Planning Specialist, **U.S. Department of Labor’s Wage and Hour Division**. Ms. Birdsong was initially hired by the Dept. of Labor as a Wage and Hour Investigator, investigating employers’ compliance with many labor laws. In her current position, she uses her technical and practical knowledge of Wage and Hour laws to educate employees and employers of Federal labor law requirements.



**Joseph Cavalcante**, Advocate for Injured Workers, **NYS Workers’ Compensation Board**. In his position, Mr. Cavalcante ensures workers can access their workers’ compensation and Paid Family Leave benefits. Formerly, he was an agency spokesperson, representing the Board publicly and writing many of its publications and has also been the Board’s point person on World Trade Center issues.



**Noelle Murphy**, Vice President and Manager of Client Experience, **Gilroy Kernan & Gilroy**. Ms. Murphy supports the strategic stewardship of all of GKG’s corporate clients. Her strengths are in employee benefits program development and management; staff management and team building; client service; and the development and implementation of strategies to reward, recruit and retain organizations’ top employees. Noelle is a Senior Professional of Human Resources, a SHRM Senior Certified Professional and Kolbe Consultant.



**Aaron Finch**, RVP, Retirement Plan Sales, **Voya Financial**. For 14 years, Mr. Finch has been working with advisors, participants and plan sponsors in the Retirement Plan marketplace. He teams up with Financial Advisors to match their plan sponsor’s needs with the right recordkeeping platform.



**Christopher McAvoy**, Vice President, **T. Rowe Price Investment Services, Inc.** For 14 years, Mr. McAvoy’s mission has been to help financial professionals elevate their businesses to higher levels. He also helps advisors, brokers, and recordkeepers add value to their clients’ investment strategies.

Conference Sponsors:



# Conference Registration Form

## 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 Shenendoah Clubhouse, adjacent to the golf course behind Turning Stone.**

## HOW TO REGISTER:

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



## CONFERENCE FACILITY

**Turning Stone Resort Casino**  
5218 Patrick Road, Verona, NY  
(800) 771-7711

Turning Stone is located near Exit 33 of the NYS Thruway. Overnight rooms in the tower hotel are available with the "Printing Industries Alliance" room block at the rate of \$169.00 per night (cut-off date is April 15, 2019). Reservations after the date are based on availability. For reservations, call Turning Stone at (800) 771-7711.

## REGISTRATION FORM

Printing Industries Alliance  
**2019 Employment and Human Resources Law Solutions Conference**  
May 16-17, 2019 | Turning Stone Resort Casino, Verona, NY

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

Email \_\_\_\_\_

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

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

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

Company \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Please indicate Sponsoring Organization \_\_\_\_\_

**Are you seeking:**  SHRM Credits  HRCI Credits

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 May 9, 2019 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)

### Printing Industries Alliance Platinum Sponsors

