



# Human Resources and Employment Law Symposium

June 13, 2024 | The 1912 Club, Plymouth Meeting, PA



## The 1912 Club

888 Plymouth Rd., Plymouth Meeting, PA 19462  
(610) 272-4050

### Testimonials about our Conference Faculty:

- "Thought it was going to be a lot of law, but really appreciated that you blended in real-life themes and pressing issues we face today."
- "The program offers "realistic" advice, recommendations and suggestions that apply to our new normal."
- "I love the question/answer moments. I learn more from other HR department's experiences."
- "The Conference was phenomenal, exceeded my expectations."

Register online at:  
[printcommunications.org/  
events/2024-hr-symposium/](http://printcommunications.org/events/2024-hr-symposium/)

Questions? Contact PGCA  
at (716) 691-3211  
or [kim@printcommunications.org](mailto:kim@printcommunications.org)

## 2024 HR Symposium

Registration is now open for PGCA's inaugural HR and Employment Law Symposium in Pennsylvania. Human Resource issues and ever-changing employment law legal compliance challenges cut across every aspect of our organizations. Attendees can expect to gain valuable insights and practical strategies to take their HR careers to the next level. Join us and preeminent industry HR and legal experts in this powerful one-day conference addressing today's critical HR topics. Symposium Agenda includes:

- Compliance and Culture: Two Sides of the Same Coin
- Essential Employment Law Update
- Leadership is the Key to Employee Engagement
- Performance Appraisals (finally) Done Right!
- Eliminating the Root Causes of Employment Discrimination and Harassment
- Q and A / HR Discussion Panel - Ask the Experts!
- Full breakfast and lunch and breaks included
- Free networking cocktail reception



### Conference Faculty:

**Nicholas J. Fiorenza, Esq.**, Ferrara Fiorenza Law Firm  
**Michael L. Dodd, Esq.**, Ferrara Fiorenza Law Firm



This conference is valid for 6.5 PDCs for SHRM-CP® or SHRM-SCP®



# Symposium Agenda and Speakers

THURSDAY, JUNE 13, 2024: 8:00 AM – 4:00 PM

## SCHEDULE

- 8:00 - 8:30 am – Registration and Full Breakfast
- 12:00 - 1:00 pm – Buffet Lunch
- 4:00 pm – Complimentary Networking Reception

Morning and afternoon breaks will also be provided.

## Compliance and Culture: Two Sides of the Same Coin

The wisdom of respecting and nurturing both the tangible and intangible aspects of people management is a foundation of PGCA's HR Services Program. Too many employers continue to approach employment law compliance as distinct from the Human Resource goals of building an engaged, positive and thriving employee culture. This program suggests that an employer's approach to minimizing the risk of employment law liability – policies, performance management, documentation etc. - cannot be separated from building a vibrant employee culture through purposeful and effective leadership.

## Essential Employment Law Update

What you don't know can hurt you – especially when it comes to ever changing employment law rules. Learn what has changed, where the law is headed and practical compliance strategies. Session includes:

- Our legal update
- Developments making employers more vulnerable than ever to claims of discrimination and harassment.
- Review of most pressing handbook and policy issues.
- Everything Old is New Again: What the Independent Contractor Final Rule means for your business.
- Non-Compete Agreements Under Fire Again
- Unconstitutional NLRB??
- And much more ...

## Leadership is the Key to Employee Engagement

The frustration level associated with preserving a motivated and productive workplace has never been higher. Overcoming this struggle calls for a cohesive workplace philosophy

that provides the tools needed to develop leadership within their organizations. What motivates your employees and what does not motivate them to become passionate about their work and your organization? This program will explore leadership and inspiration, alignment of values and ownership/control of daily work as the keys to sustained employee engagement.

## Performance Appraisals (finally) Done Right!

Employee performance appraisals are all too often a lost opportunity. Done right, in a thoughtful and straightforward manner, they serve as a linchpin of effective communication and employee feedback. Done in a rote, rushed or "let's just get this done" manner, they (at best) send mixed messages and (at worst) expose your organization to significant legal liability. This session focuses on the important topic of effective employee performance appraisal programs. It presents participants with both a practical guide to the design and use of such programs, and identifies potential legal pitfalls associated with them. Participants will learn about: (1) making performance evaluation a way of life in their company; (2) implementing performance and development programs; (3) how to conduct an effective employee appraisal interview; and (4) how to manage a non-performer. Conference materials include template appraisal forms for your hourly, managerial and sales staff.

## Eliminating the Root Causes of Employment Discrimination and Harassment

Despite the policies, training, news coverage and an almost daily acknowledgement of the issues, discrimination and harassment lawsuits continue to cost employers dearly. Worse yet, these issues have a profoundly adverse impact on our workplaces. This session will set aside the ever-increasing list of "dos and don'ts" that characterize most discrimination/harassment workshops today. Employees are too often either unable or unwilling to internalize this list or otherwise apply the principles presented to their own conduct. The fact that complaints of discrimination and harassment are on the rise is, in part, an indication that the traditional approach has failed. This session focuses on the root causes of these complaints and how to eliminate -- or at least manage -- them. We offer the proven best practices for protecting your company from discrimination/harassment claims.

## Q and A / HR Discussion Panel - Ask the Experts!

A conference wrap-up worth staying for, this is a unique opportunity for collaboration with your colleagues, as well a chance to ask questions about conference topics and your real-world human resources and employment law issues. Draw on the expertise of experts, and your peers participating in the conference.

## Conference Faculty:



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

Nicholas J. Fiorenza is a founding partner of Ferrara Fiorenza PC, headquartered in East Syracuse, NY. He is a graduate of the Binghamton University and the George Washington University Law Center, where he pursued a concentration in labor relations and employment law. His practice has been dedicated to this concentration, both in the private and public sectors. He is admitted to and has practiced before numerous state and federal courts and agencies. In addition to his active practice, Nick has developed and presented comprehensive managerial workshops on a myriad of employment-related topics and is a frequent speaker and author with respect to those topics.



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

Michael L. Dodd is a partner with Ferrara Fiorenza PC and graduated magna cum laude from SUNY Oswego and cum laude from Syracuse University College of Law. Mike works closely with public and private sector employers on human resources management, statutory/regulatory compliance and employment law defense. His work includes defending employment discrimination/workplace harassment claims, counseling clients on Wage and Labor Law, ADA, and FMLA, development and review of personnel policies, employee handbooks and employment contracts and other labor and employment law matters.

Symposium Sponsors:





# Symposium Registration Form

## REGISTRATION FORM

### Human Resources and Employment Law Symposium

June 13, 2024: 8:30 am - 4:00 pm

\*Registration and breakfast begin at 8:00 am

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

Email \_\_\_\_\_

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

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

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

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

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

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Credit card:  Visa  MasterCard  AmEx

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

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## CANCELLATION POLICY

Reservations must be cancelled by June 6, 2024 to receive a full refund.

## RETURN FORM TO: Print & Graphic Communications Association

636 North French Road, Suite 1, Amherst, NY 14228

Email to: [info@printcommunications.org](mailto:info@printcommunications.org) | [www.printcommunications.org](http://www.printcommunications.org)

## COST TO ATTEND:

**PGCA MEMBERS, FERRARA AND GKG CLIENTS:**

\$250.00/PERSON

**NON-MEMBER:**

\$300.00/PERSON

This includes all conference lectures, handouts, breakfast, lunch and cocktail reception.

## TO REGISTER:

Use form, call PGCA at (800) 777-4742 or register online at [printcommunications.org/events/hr-symposium/](http://printcommunications.org/events/hr-symposium/)

## QUESTIONS:

Contact PGCA at (716) 691-3211 or [kim@printcommunications.org](mailto:kim@printcommunications.org)

## CONFERENCE FACILITY



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