



The 22nd Annual Human Resources and Employment Law *Solutions* Conference

May 2 & 3, 2024

Turning Stone Resort, Verona, New York



Turning Stone Resort

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

What previous years' conference attendees have said:

- "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-conference/](https://printcommunications.org/events/2024-hr-conference/)

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

2024 HR Conference

Registration is now open for the 2024 HR Solutions Conference. This event has been hailed by participants as the preeminent HR conference and we are excited to continue this tradition of excellence. Attendees can expect to gain valuable insights and practical strategies to take their HR careers to the next level. Don't miss out on this opportunity to connect with peers, learn from the best and elevate your HR game. Conference agenda includes:

- Essential Employment Law Update
- Creating a Staff that Makes You Want to Stand Up and Cheer
- The Challenge of the Problem Employee
- Why Advancing Inclusion for the Disabled Worker Benefits Everyone
- Workplace Benefits Update
- Health and Safety Excellence
- HR Discussion Panel and Ask the Experts
- Full breakfast and lunch and breaks included
- Free networking cocktail reception on May 2nd

Conference Faculty:

Nicholas J. Fiorenza, Esq., Ferrara Fiorenza Law Firm
Michael L. Dodd, Esq., Ferrara Fiorenza Law Firm
Katherine E. Gavett, Esq., Ferrara Fiorenza Law Firm

Guest Speakers:

Tania S. Anderson, Chief Executive Officer, ARISE, Inc.
Sarah Armstrong, Strategic Risk Advisor, Gilroy Kernan & Gilroy
Stephen S. Stankavage, MS, Director of EHS, Print & Graphic Communications Association
Joseph P. Truncale, Ph.D., CAE, Founder and Principal of Alexander Joseph & Associates



Conference is valid for 11 PDCs for SHRM-CP® or SHRM-SCP®



Conference is valid for 11 HR (General) credits

Conference
Co-Sponsors:



Conference Agenda and Speakers

CONFERENCE AGENDA

Schedule for Thursday and Friday

8:00 - 8:30 am – Registration and Full Breakfast

12:00 - 1:00 pm – Buffet Lunch

Morning and afternoon breaks will also be provided
Complimentary networking cocktail reception
on May 2nd at the conclusion of the sessions.

THURSDAY, MAY 2, 2024: 8:30 AM – 4:00 PM

Conference Kick Off and Opening Remarks

**Joseph P. Truncale, Ph.D., CAE, Founder and Principal,
Alexander Joseph & Associates**



Joe Truncale's practice areas include executive coaching, strategic planning facilitation, customer analysis and organizational leadership. He is a highly sought-after author, speaker, strategic planning facilitator, business advisor and executive coach. He is an adjunct professor at New York University in the Division of Programs in Business, teaching graduate courses in Executive Leadership, Finance and Integrated Marketing. He earned his Ph.D. in Media, Culture, and Communications from NYU.

Essential Employment Law Update

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

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 strategies for complying with Federal and State employment law. Session includes:

- Our annual legal update
- Developments making employers more vulnerable than ever to claims of discrimination and harassment
- Review of most pressing handbook and policy issues.
- Required notice and other rules when separating employees
- 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 ...

Conference Sponsors:



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, Mr. Fiorenza 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.

Creating a Staff that Makes You Want to Stand Up and Cheer

Michael L. Dodd, Esq., Ferrara Fiorenza PC

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.



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. Mr. Dodd 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.

The Challenge of the Problem Employee

Katherine E. Gavett, Esq., Ferrara Fiorenza PC

Have you ever heard the old adage that "if all you have is a hammer, everything looks like a nail?" Too often, that is the position supervisors are placed in when dealing with problem employees. When your only tool is employee disciplinary action suddenly every problem behavior becomes a firing offense. This approach is the root cause of many employment-related lawsuits as well as the inadvertent loss of potentially valuable workers. This program focuses on diagnosing the source of the problem. Is it a training problem? Is it a motivation problem? Does the employee have the capacity to become proficient? This program is intended to give you and your supervisors additional tools to meet the challenge of the "problem employee"; to solve the problem or remove them.



Katherine E. Gavett is a partner and a member of Ferrara Fiorenza's Management Committee. She graduated from Syracuse University and received her law degree from Hofstra University. She represents public and private sector employers at the trial and appellate level in state and federal courts and administrative proceedings. She also regularly counsels clients on preventative measures to minimize the likelihood of litigation involving a wide range of labor and employment law matters, including wage and hour violations, discrimination and retaliation, and misclassification.

FRIDAY, MAY 3, 2024: 8:30 AM – 2:00 PM

Why Advancing Inclusion for the Disabled Worker Benefits Everyone

Tania S. Anderson, Chief Executive Officer, ARISE, Inc.

Our Friday session begins with an inspiring real-world look at the benefits of consciously striving to advance inclusion in our workplaces. In a time when employers are finding it increasingly difficult to staff their companies, disabled workers offer a vast potential of untapped talent. Hear perhaps a new perspective on this issue from the CEO of ARISE, Inc., a longtime advocate of every person's right to full access and inclusion.



Tania Anderson is Chief Executive Officer of ARISE, an Independent Living Center serving people of all ages and with all kinds of disabilities with more than 50 community-based programs. ARISE employs 600 people, many of whom identify as persons with a disability. Before working at ARISE, Tania served on the ARISE Board of Directors for 17 years, including 8 years as Board President. Tania is a lawyer, having spent most of her career working as a law clerk for judges in the state and federal courts, including the U.S. Court of Appeals for the Second Circuit. She graduated from Syracuse University College of Law with her JD and Masters in Professional Studies. Tania is the mother of an 18-year-old daughter with a disability and decided to follow her passion for advocacy in the disability community through her current role at ARISE.

The 2024 Employee Benefits & Commercial Insurance Market Outlook

Sarah Armstrong, Strategic Business Advisor, Gilroy Kernan & Gilroy (GKG)

This session will delve into critical themes, reflect on 2023 market developments, and predict industry trends to watch for in the upcoming year.

Armstrong will guide you through a detailed analysis of the employee benefits and commercial insurance landscape, offering a retrospective view of 2023 market developments and paving the way for a forward-looking exploration of what 2024 holds.

GKG will also provide attendees with complimentary copies of the 2024 GKG Employee Benefits Market Outlook and the 2024 GKG Commercial Insurance Market Outlook.

These comprehensive guides are designed to provide valuable insights into the evolving trends that are set to influence the Employee Benefits and Commercial Insurance sectors of business.

Key Highlights:

- Reflection on 2023 market developments & Predictions for industry trends in 2024
- Critical themes shaping Employee Benefits and Commercial Insurance
- Strategic insights for navigating the evolving insurance landscape



Sarah Armstrong is a Strategic Business Advisor with Gilroy Kernan & Gilroy (GKG), PGCA's Insurance Partner. She works with businesses to help them manage their overall exposure to risk and address it through innovative approaches to insurance. Sarah guides organizations to reach their strategic goals, improve their attractiveness in the insurance marketplace and increase their overall profitability.

GKG specializes in the following areas:

- Employee Benefits Insurance & Consulting
- Commercial Insurance & Consulting & WC Safety Group Manager
- Retirement Plans – The Print & Graphics Retirement Plan
- Executive Financial Planning & Insurance

Health and Safety Excellence

Stephen Stankavage, MS, Director of Environmental Health and Safety, Print & Graphic Communications Association

Steve offers insights and practical suggestions for leading workplace culture change shifts towards world class safety processes.



Steve Stankavage has over 25 years' experience in Environmental, Safety and Health with 16 years' experience in the printing industry. Steve came from the defense contracting industry but also has EHS experience in heavy construction, wind energy, waste management and academia. He assists Print & Graphic Communications Association members with OSHA inspection assistance, written safety programs and assessments, permit preparation, emissions tracking, and forklift training and other mandatory OSHA topics.

HR DISCUSSION PANEL AND ASK THE EXPERTS

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

Register at www.printcommunications.org/events for this year's conference.

Conference Registration Form

REGISTRATION FORM

2024 Human Resources and Employment Law Solutions Conference

May 2nd: 8:30 am - 4:00 pm | May 3rd: 8:30 am - 2 pm

*Registration and breakfast begin at 8:00 am both days

Name (Main Contact) _____

Email _____

Add'l Registrant _____ Email _____

Add'l Registrant _____ Email _____

Add'l Registrant _____ Email _____

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Address _____

Phone _____

Please indicate Sponsoring Organization

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Credit card: Visa MasterCard AmEx

Exp. Date (Month/Year) _____

Name on Card _____

CANCELLATION POLICY

Reservations must be cancelled by April 25, 2024 to receive full refund.

RETURN FORM TO: Print & Graphic Communications Association

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

Email to: info@printcommunications.org | www.printcommunications.org

COST TO ATTEND:

PGCA MEMBERS, FERRARA

AND GKG CLIENTS:

\$450.00/PERSON

NON-MEMBER:

\$550.00/PERSON

This includes all conference lectures, 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 PGCA at (800) 777-4742 or register online at printcommunications.org/events/2024-hr-conference/

QUESTIONS: Kim Tuzzo at kim@printcommunications.org, or call (716) 691-3211



CONFERENCE FACILITY

Turning Stone Resort
5218 Patrick Road, Verona, NY
Exit 33 of the NYS Thruway
(800) 771-7711

Call Turning Stone at (800) 771-7711 and reference group code **HPIA24** (\$229.00 per night in the tower hotel). Room block expires April 1, 2024.

Print & Graphic Communications Association Sponsors

