



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.



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
- Sexual Harassment Prevention Laws: Policy and Training Requirements
- Workplace Bullying Law: Are You Ready for the Next Challenge?
- Expansion of Paid Family Leave
- And much more ...

□ What Your Managers Need to Know About Documentation Today

Nicholas J. Fiorenza, 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

□ Working Lunch — Controlling Your Workers' Compensation Costs

Larry Gilroy, Gilroy, Kernan & Gilroy

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

□ 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:

- Can You Still Demand Good Attendance? Management Solutions
- 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

□ PART 1: Rethinking Workplace Leadership

Nicholas J. Fiorenza, 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.

□ PART 2: Engaging Your Multi-Generational Workforce

Michael L. Dodd, Esq., Ferrara Fiorenza PC

While it's been called many things in the past, the current catch-phrase circulating among HR professionals is "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.

□ Working Lunch — Empower Your Employees with Financial Wellness

Ross Kraft and Andrew Biernat, 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 unhealthier 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 Continental Breakfast
8:30 am Essential Employment Law Update
11:00 am What Your Managers Need to Know About Documentation Today
12 noon Working Lunch—Controlling Your Workers' Compensation Costs
1:30 pm Solutions for the Most Troublesome HR Problems Facing Employers Today
4:30 pm Adjournment
Dinner on your own

FRIDAY, MAY 17, 2019

- 8:00 am** Continental Breakfast
8:30 am Rethinking Workplace Leadership
10:00 am Engaging Your Multi-Generational Workforce
12 noon 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 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, 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.

GUEST SPEAKERS



Larry Gilroy, President, Gilroy Kernan & Gilroy Inc. Larry 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. GKG is the endorsed Risk Management & Employee Benefits/401k Specialist for Printing Industries Alliance, focusing on complex Employee Benefits and Property/Casualty programs—areas where the expertise and experience of the GKG team is best leveraged.



Ross Kraft, Strategic Business Advisor, Gilroy Kernan & Gilroy. Ross is a results-driven practice leader with 20+ years of expertise in sales/networking, operations, recruiting, development, finance and budgeting. Dedicated to his clients, he possess a proven ability to quickly analyze key business drivers and develop strategies to grow the bottom line.



Andrew Biernat, Strategic Business Advisor, Gilroy Kernan & Gilroy. Andy has 20+ years of experience in Insurance and Group Employee Benefit Planning, Human Resource Management and Business Administration. His professional background includes senior level business management positions in both the profit and not-for-profit sectors and responsibility for several successful start-up business ventures.



Aaron Finch, RVP, Retirement Plan Sales, Voya Financial. For 14 years, Aaron 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, Chris'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 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/



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 | www.PIAAlliance.org

Printing Industries Alliance Platinum Sponsors

