



Printing Industries Alliance
2018 Human Resources Conference

Staying Ahead of the Curve

HR Challenges in Today's Workplace

May 3-4, 2018
Turning Stone Resort Casino
Verona, New York



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



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

There's a dangerous road ahead. Are you sure you are prepared?

In the last year, we have seen dramatic and unprecedented changes in our government and our society as a whole. These legal and cultural shifts have effectively transformed the workplace; creating new and daunting HR challenges associated with legal compliance as well as effective workforce management.

Faced with such broad changes, CEOs, operations managers, HR managers, front-line supervisors, etc., have a steep learning curve ahead of them. And, there's little time to get up to speed on these issues.

Plan on attending the Printing Industries Alliance 2018 Human Resources Conference at Turning Stone Resort Casino on May 3 and 4, 2018, to learn how to survive and even thrive in this new era. The "Turning Stone Conference" 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 designed to provide you with a real, no nonsense opportunity to work with experienced employment law attorneys as well as other experts to understand the changes and how best to adjust your approach to the most difficult HR issues facing your organization today.

The "Solutions" Conference

Here's what past participants have had to say about the Human Resources 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."
- "This conference is a class act ... excellent speakers, very informative topics and ability to network was fantastic."
- "This is my favorite training program and I look forward to it every year. I value the information and it's extremely relevant to day to day work challenges."
- "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."

Sponsors



Program

➤ DAY ONE: May 3, 2018, 8:00am – 4:30pm

Continental Breakfast, Refreshment Breaks and Lunch Provided

☐ Essential Employment Law Updates

Nicholas J. Fiorenza, Esq., Ferrara Fiorenza PC

It's easy to get overwhelmed with trying to keep up with all the new and changing employment laws. You will learn practical, easy-to-follow ways to comply with recent changes in employment law, as well as upcoming changes for which you will need to begin preparing. This portion of the Conference will cover such wide-ranging topics as:

- Roll Back of Certain Wage and Hour Regulations – What's Old is New Again
- Stunning Changes at National Labor Relations Board Affecting All Employers
- Impact of "Weinstein Effect" on Workplace Harassment
- Call-In Pay and Scheduling Regulations Restricting Employers' Flexibility
- Paid Family Leave
- And much more ...

☐ Surviving Department of Labor Audits

Michael L. Dodd, Esq., Ferrara Fiorenza PC

During the Obama administration, the U.S. Department of Labor beefed-up its enforcement efforts by adding hundreds of new field investigators. While the new administration has projected budget cutbacks and rule changes, the Department remains very active, targeting employers who: (1) fail to properly pay minimum wage or overtime; (2) misclassify employees as exempt under the FLSA; or (3) misclassify employees as independent contractors. The presenters will take you through detailed case studies of audits they have defended so that you can learn what to do and what not to do when your organizations are being audited.

☐ Comprehensive (and Legal) Strategies to Finally Solve Employee Attendance Problems: FMLA, ADA and Beyond

Michael L. Dodd, Esq., Ferrara Fiorenza PC

Regardless of whether your organization is subject to the Family and Medical Leave Act (FMLA), all employers must guard against violating federal and state laws that shield employees from disciplinary action for not coming to work. This portion of the program will be dedicated to helping you develop your organization's strategies for controlling absenteeism.

➤ DAY TWO: May 4, 2018, 8:00am – 2:00pm

Continental Breakfast, Refreshment Breaks and Lunch Provided

☐ Impact of Legal and Illegal Drugs in Your Workplace — Marijuana, Opioids, and more!

Adriane Harrison, Director of Human Relations, Printing Industries of America

According to the Bureau of Labor Statistics, the number of workers dying from drug or alcohol-related causes while on the job has been growing by at least 25 percent each year since 2012. Prime-age workers are dropping out of the labor-force at staggering levels in U.S. counties where opioid prescriptions are the most plentiful, leaving many employers in those areas struggling to fill vacant jobs. How do you deal with employees who test positive in this new era of legalized medical marijuana and decriminalized recreational use? Come learn best practices for handling legal and illegal drug use in your workplace.

☐ How to Identify, Investigate and Respond to Workplace Drug/Alcohol Issues

John Femia, G4S (Multi-National Security Services)

In this not-to-be-missed session, a private investigator who has coordinated and executed workplace investigations into drug sales in the workplace, substance abuse by workers and other drug/alcohol-related employee misconduct will provide you with an inside look at how the professionals conduct investigations. Learn important skills and techniques that you can implement in your organization to address substance use in your facilities (as well as other forms of employee misconduct) for the best outcomes.

☐ Panel Discussion—Managing the Workplace and Employee Drug Use

Join our expert presenters and participants as we discuss real life situations and solutions!

☐ Workplace Culture: Leveraging Conative Theory

Noelle Murphy, VP & Manager of Client Experience, GKG

Every individual has innate behavioral modes of action when confronted with a problem or working towards a goal; this is known as the "conative" aspect of the mind. Many employers, however, fail to understand and leverage these traits when building teams, resulting in disappointment, frustration, and conflict. This interactive session will provide an overview of conative traits, tools to identify these traits, and examples of strategies employers can use to leverage these strengths throughout their organization.

Schedule/Who Should Attend/Speakers/Sponsors

SCHEDULE

THURSDAY, MAY 3, 2018

- 8:00 am Registration and Continental Breakfast
- 8:30 am Essential Employment Law Update
- 11:00 am Surviving Department of Labor Audits
- 12 noon Networking Lunch
- 1:00 pm Comprehensive (and Legal) Strategies to Finally Solve Employee Attendance Problems: FMLA, ADA and Beyond
- 4:30 pm Adjournment
- Dinner on your own

FRIDAY, MAY 4, 2018

- 8:00 am Continental Breakfast
- 8:30 am Impact of Legal/illegal Drug Use
- 10:00 am Investigating Workplace Drug/Alcohol Issues
- 11:15 am Panel Discussion—Managing the Workplace and Employee Drug Use
- 12 noon Working Lunch—Assess and Shape Your Workplace Culture
- 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



Adriane Harrison is an experienced human resources professional with an extensive background in business, law, and non-profit sectors. She practiced law for fifteen years and now heads the human relations for **Printing Industries of America**, the national trade association for the print industry based in Warrendale, PA. Adriane holds an undergraduate degree in Journalism from University of Illinois at Urbana-Champaign and a law degree from DePaul University in Chicago.



John Femia is former police officer with a 21-year career in law enforcement. While serving with the Utica Police Department, Mr. Femia gained extensive knowledge of investigative techniques. Mr. Femia then accepted a position with the multi-national private security firm, **G4S**. After investigating numerous highly-sensitive matters, Mr. Femia was promoted to Investigations Manager in 2013, overseeing G4S surveillance, claims and investigators. Since 2016, Mr. Femia has been G4S' Regional Account Manager where he is able to lend his expertise in matters of insurance fraud and investigations to G4S clients throughout the Northeast United States.



Noelle Murphy is Vice President and Manager of Client Experience at **Gilroy Kernan & Gilroy, Inc (GKG)**. Noelle supports the strategic stewardship of all of GKG's corporate clients. Drawing upon over two decades of industry experience, 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 a Kolbe Consultant.

Sponsors



PIA HR Conference Registration Form 2018

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.

HOW TO REGISTER:

Register using this form, call PIA at (800) 777-4742 or register online at PIAAlliance.org.



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 2, 2018). Reservations after March 21 are based on availability. For reservations, call Turning Stone at (800) 771-7711.

REGISTRATION FORM

Printing Industries Alliance

Annual Human Resources Conference | May 3-4, 2018

Turning Stone Resort Casino, Verona, 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 30, 2018 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