



Printing Industries Alliance presents

The 18th Annual Employment and Human Resources Law Solutions Conference

**May 16-17, 2019
Turning Stone Resort Casino
Verona, New York**

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 has been presented annually for 18 years and has been hailed by participants as being THE preeminent HR and employment law education conference, bar none.

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.



Turning Stone Resort Casino

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.”

Program

DAY ONE: May 16, 2019, 8:00am – 4:30pm

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 for which you will need to begin preparing, 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, and 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

In this portion of the Conference, you will learn insights and common sense strategies for dealing with the following:

- 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, 8:00am – 2:00pm

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

2019 Employment and Human Resources Law Solutions Conference | May 16-17, 2019
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**, Gilroy, Kernan & Gilroy
- **Ross Kraft**, Gilroy, Kernan & Gilroy
- **Andrew Biernat**, Gilroy, Kernan & Gilroy
- **Aaron Finch**, Voya Financial Partners
- **Chris McAvoy**, T. Rowe Price Investment Services, Inc.

Sponsored by:



Registration Form

HOW TO REGISTER:

[REGISTER ONLINE HERE](#) or use this form or call PIA at (800) 777-4742.

CONFERENCE FACILITY



Turning Stone Resort Casino
5218 Patrick Road, Verona, NY

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.

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 9, 2019). Reservations after that 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

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, 2019 to receive full refund.

RETURN FORM TO:

Printing Industries Alliance

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www.PIAlliance.org