



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!

☐ How to Assess and Shape Your Workplace Culture

Noelle Murphy, VP & Manager of Employee Benefits & Wellness, GKG

It can be difficult for organization leaders to assess and understand their own workplace culture. They are often "too close" to the subject. This program will focus on new tools and strategies for accurately assessing your workplace culture and how this information can be used to create and maintain a dynamic culture in your workplace.

Schedule/Who Should Attend/Sponsors/Speakers

SCHEDULE

THURSDAY, MAY 3, 2018 Breaks and Lunch Provided

- 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, 2108

- 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 currently 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.

SPONSORING ORGANIZATIONS



Printing Industries Alliance has long been a recognized leader in the development and implementation of proactive HR management programs tailored to the needs of its members. Services are specifically geared to non-union or unionized members of any size and emphasize effective management techniques proven to help member companies. Don't wait for an emergency; call PIA at (800) 777-4PIA today.



Gilroy, Kernan & Gilroy - You've got a business to run, and it's our job to help you do that better than your competition. How? By diving into the deep end of your business and asking the right questions, our proprietary, insight-driven, four-step process reveals the best path to protection. Our fully integrated team is personally invested in your success, and we specialize in implementing those solutions that turn risk into opportunity. To learn more, visit: www.GKGRisk.com.



Idealliance is a global industry association representing the visual communications industry. Serving thousands of member companies, Idealliance provides an open and cross-industry platform for motivated professionals to create a more sustaining, competitive, and compelling graphic and visual communications industry. The association capitalizes on its integrated capabilities to advance proven technical and management best practices, deliver best-in-class research, education and certification, and lead a connected community toward innovation and inspiration. For more information, visit www.idealliance.org.



The Graphic Arts Association (GAA) is the only regional trade association for the printing industry serving Pennsylvania, Central and Southern New Jersey and Delaware. The mission of the Graphic Arts Association is to provide business relationships, expertise and education that ensure the strength and profitability of member companies in the graphics, print and digital communications industries in DE, PA and NJ. Visit www.graphicartsassociation.org.



MACNY - The Manufacturers Association is the largest manufacturing association in New York State and, with its partners, amplifies the voice of manufacturers across the region and state. MACNY serves more than 300 member companies in Central/Upstate New York.



Free Community Papers of New York represents the interests of free distribution publications throughout New York State. Our mission is to unite and educate our members for their strength and prosperity. Call FCPNY at (877) 275-2726 to learn more about how membership can benefit your company.

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 PIAlliance.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
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Fax to: (716) 691-4249 | Email to: info@PIAlliance.org
www.PIAlliance.org