



# Human Resources Conference



**April 24, 2018**

Hilton Garden Inn  
Rochester/Pittsford  
800 Pittsford Victor  
Pittsford, NY 14534

**April 25, 2018**

Hilton Garden Inn  
Troy  
235 Hoosick Street  
Troy, NY 12180

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# Overview

This program provides an opportunity for members of your financial institution to learn more about important topics that Human Resource Departments face today. The workplace and regulatory environment, is constantly changing. Our impressive line-up of speakers will share their knowledge and expertise on important and timely topics such as sexual harassment, FMLA and PFL, health and wellness, compensation and employee benefits, identity theft, and much more. HR Executives, training officers, branch managers and staff who are supervisors should plan to attend this very important and timely conference.

## Who Should Attend?



- ⇒ **HR Managers**
- ⇒ **Training Officers**
- ⇒ **Branch Managers**
- ⇒ **Hiring Managers**
- ⇒ **Supervisors**

# Human Resources Conference Agenda

8:30-9:00 am	<b>Introduction/Registration &amp; Continental Breakfast</b>
9:00-9:50 am	<b>Sexual Harassment in the Workplace</b> <b>Michael Jakowsky, Esq., Partner, Jackson Lewis P.C.</b> Recent events have emphasized the need for organizations to re-commit and re-focus their attention on the sexual harassment issue. There are 4 levels of training to consider: (1) C-Suite Training: Credibility and responsibility begin at the top of the organization and this high level training ensures everyone in the organization understands the law and the liability flowing from non-compliance, (2) Manager and Supervisor Training: a practical approach whereby workshop scenarios provide real tools for addressing day to day harassment issues, (3) Staff Level Training: real change is enacted when staff understands expectations and that there is a place for their voice to be heard and, (4) HR Training: these professionals need to be proficient in gathering necessary information and witness statements in order to assure swift, consistent, and fair decisions.
9:50-10:40 am	<b>Pay Attention! Changes in FLSA &amp; State Regulations and Other Wage and Hour Developments</b> <b>Michael Jakowsky, Esq., Partner, Jackson Lewis P.C.</b> Federal and State regulators are under a constant state of evolution with new burdens for employers virtually each year. Companies must adjust and expect audits and investigations and compliance initiatives in the coming years. This presentation will cover procedures for reviewing exempt/nonexempt status, strategies for reclassifying staff where there are misclassification risks as well as review practices for properly recording (and paying) for all "work" time, pre- and post- work activities, and other off-the-clock work issues.
10:40-10:50 am	<b>Break</b>
10:50-11:40 am	<b>Telemedicine</b> <b>April Hartloff, Benefits Consultant, &amp; Alan Justin, Jr. The Financial Guys Insurance Agency, LLC</b> This presentation will detail the evolution of Telemedicine, from its start to its current mainstream status. A discussion of current trends in health care, and what is driving utilization. Learn how Telemedicine can reduce absenteeism and "Presenteeism", as well as the cost savings that utilization will provide to employees and employers. We will conclude with a comparison of Telemedicine embedded in health insurance and a stand-alone Telemedicine program.
11:40-12:30 pm	<b>Lunch</b>
12:30-1:20 pm	<b>Hot Topics in Compensation &amp; Employee Benefits</b> <b>Jeff Cardone, Esq., Luse Gorman, P.C.</b> This presentation will focus on hot topics in compensation and employee benefits, including current tax, regulatory, corporate governance and general industry issues and best practices that publicly-traded and privately-held community banks should be aware of.
1:20-2:50 pm	<b>Managing Leaves of Absence: What Employers Need to Know</b> <b>Katherine McClung, Esq., Member, Labor and Employment, Bond Schoeneck &amp; King Attorneys (Rochester)</b> <b>Robert Manfredo, Esq., Member, Labor and Employment, Bond Schoeneck &amp; King Attorneys (Troy)</b> On January 1, 2018, New York's Paid Family Leave Act became effective, adding a new layer of leave considerations that employers must be prepared to address with their employees. This presentation will provide employers with an overview of New York Paid Family Leave, including a review of employee eligibility, qualified reasons for leave, waivers, and leave benefits. We will also discuss the rights and obligations that employees have when taking leave under the Family and Medical Leave Act, and how the Americans with Disabilities Act may impose an obligation on employers to provide additional leave upon the expiration of FMLA.
2:50-3:00 pm	<b>Break</b>
3:00-3:50 pm	<b>Talent Retention &amp; Acquisition and On Boarding/Exit Interview &amp; Documentation</b> <b>Nick Ryberg, President &amp; Founder, HunterRoss, LLC</b> Talent retention and acquisition are vitally important to the life of your organization, ultimately effecting how your business performs. This presentation will discuss using organization wide metrics to create a strong employee engagement strategy. Through the four pillars of engagement: job fit, manager impact, culture, and team dynamics, learn how you can improve talent retention and acquisition.
3:50-4:40 pm	<b>Identity Theft</b> <b>Andy Perry, Senior Manager &amp; Small Business &amp; Group Benefits Specialist, Legal Shield/ID Shield</b> The ID Shield workshop will cover the various types of identity theft and the consequences of becoming a victim. Learn what the most popular scams are, what strategies you need to be aware of, and the major breaches that have affected millions of people.
4:45 pm	<b>Conference Adjourns</b>

# Human Resources Conference Registration Form



Complete the form below and mail, fax, or email to:

**Mail:** IBANYS

19 Dove Street  
Albany, NY 12210

**Fax:** (518) 436-4648

**Email:** lindag@ibanys.net

**Registration Deadline:** Tuesday, April 20, 2018

\*No refunds will be given after this date

**Questions?**

**Contact:** Linda Gregware

lindag@ibanys.net or (518)436-4648

## Please Check One:

**Date: Tuesday, April 24, 2018**

**Location:** Hilton Garden Inn Pittsford/Rochester  
800 Pittsford Victor  
Pittsford, NY 14534

**Date: Wednesday, April 25, 2018**

**Location:** Hilton Garden Inn Troy  
235 Hoosick Street  
Troy, NY 12180

**Bank Organization:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City/State/Zip:** \_\_\_\_\_

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**Fax:** \_\_\_\_\_

**Attendee Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Attendee Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Attendee Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

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## Payment

**My check (made payable to IBANYS) is enclosed**

**Member: \$275 per person**

**Charge**

**Non-member: \$325 per person**

Visa/Mastercard/AMEX number: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Billing address (if different from above): \_\_\_\_\_

CVV (3 digits back of card/AMEX 4 digits on front of card): \_\_\_\_\_