

JOIN  
US

# HUMAN Resources PROFESSIONALS CONFERENCE

For the Disability Provider Community

5th Annual  
Human Resources Professionals Conference  
June 28-29, 2022

## Embassy Suites

86 Congress Street in Saratoga Springs, New York

We are happy to announce we will again have an in-person, two-day event focusing on current topics and challenges in the human resources field, from the law to recruitment and retention and the mental health of staff.

### What people had to say about previous Conferences

*"My first time attending, was extremely helpful and enjoyed the networking."*

*"Topics dealt with areas of concerns not only for our agency but for all participants who attended."*

*"Hotel was a great choice and presenters were very knowledgeable."*

## SPONSORED BY



Cerebral Palsy Associations  
of New York State

*Real people. Realizing potential.*



Alliance of Long Island Agencies, Inc. (ALIA)

Cerebral Palsy Associations of New York State, Inc. (CP of NYS)

Developmental Disabilities Alliance of Western New York  
(DDAWNY)

InterAgency Council of Developmental Disabilities  
Agencies, Inc. (IAC)

New York Association of Emerging & Multicultural  
Providers, Inc. (NYAEMP)

# 2022 Conference Details...

## When/Where

Check-in begins at 9:00 a.m. on June 28  
Conference ends at 11:00 a.m. on June 29

The conference is held at the Embassy Suites, 86 Congress St., Saratoga Springs, New York. A block of rooms has been reserved at a special conference rate of \$164 plus applicable taxes. The deadline to make hotel reservations is May 29. (*Please see hotel registration information below.*)

## Cost

**EARLY Registration Fee (*ends May 6*).....\$150**

**Registration Fee (*starts May 7*).....\$175**

## Conference Registration

Click on the link below to register. Credit card payment only (choose PayPal option first).

**CLICK HERE TO REGISTER**

***Register now and take advantage of the Early Registration Fee option!***

Registration deadline is June 15.

## Other Details

**CANCELLATION POLICY:** After June 15, no refunds will be made. However, registrants may send someone else in their place.

**FOR YOUR COMFORT:** Please be aware that the temperature in meeting rooms can fluctuate; for your comfort, we recommend dressing in layers.

**PRESENTATIONS/HANDOUTS:** Presentations/handouts will be posted prior to the conference on the CP of NYS website [www.cpstate.org](http://www.cpstate.org).

**CONTINUING EDUCATION UNITS (CEUs):** CP of NYS is pleased to be able to offer HRCI and SHRM credits for our sessions (pending approval). For more information, please contact us at (518) 436-0178.

**COVID PRECAUTIONS:** There currently are no COVID restrictions or mandates in place. However, the hotel will have sanitation stations in meeting rooms, and we will have masks available should anyone need them.

**QUESTIONS:** Conference questions may be directed to (518) 436-0178.

## Hotel Registration

We have reserved a block of rooms at the Embassy Suites Saratoga Hotel for the nights of June 27 & June 28 at a discounted rate of \$164 plus applicable taxes. To reserve a room at this special rate, please **CLICK HERE**. Don't forget a tax-exempt form, if applicable. **The cut-off date to make a reservation at this rate is May 29.** After that time, reservations will be accepted subject to availability at the prevailing rate.

**From the South:** Take the NYS Thruway (I-87 North) to Exit 24. Take the Adirondack Northway (I-87 North) to Exit 13N. Turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

**From the North:** Take Adirondack Northway (I-87 South) to Exit 13N. Take right at exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

**From the East:** Take the Massachusetts Turnpike West to NY Thruway. Take Exit B-1 (I-90 Bypass) to I-787 North for approximately 6 miles to Route 7 West for approximately 2 miles to Adirondack Northway (I-87). Take Exit 13N, turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

**From the West:** Take NYS Thruway (I-90 East) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 13N. Turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

## DAY 1 SCHEDULE

Tues., June 28

<b>9:00 a.m. – 10:45 a.m.</b>	<b>CHECK-IN</b> at our registration tables to receive your conference materials and name badge.
<b>10:45 a.m. – 11:00 a.m.</b>	<b>WELCOME and OPENING REMARKS</b> <b>Mike Alvaro</b> , President & CEO, Cerebral Palsy Associations of NYS, Inc.
<b>11:00 a.m. – 12:15 p.m.</b>	<b>MENTAL HEALTH OF STAFF</b> <b>TBA</b> <i>The pandemic was difficult for everyone, but staff serving individuals with IDD were affected particularly hard. This session will focus on helping staff through the stresses of the pandemic and their jobs. Issues of grieving and loss, conflict resolution and dealing with the impact of the pandemic will be explored.</i>
<b>12:15 p.m. – 1:00 p.m.</b>	<b>LUNCH</b> will be provided to all conference attendees.
<b>1:00 p.m. – 2:15 p.m.</b>	<b>PANEL DISCUSSION: THE FUTURE OF EMPLOYEE BENEFIT PLANS</b> <b>Gary Dreyfuss (Moderator)</b> , Senior Vice President of Human Resources, ADAPT Community Network <b>Robert Flicker</b> , Corporate Synergies <b>Steven J. Rubinsky</b> , Area Vice President & <b>Christina Caughlin</b> , Area Senior Vice President, Gallagher Benefit Services <b>Panelist TBA</b> <i>Health care and other benefits increase at alarming rates every year, yet agencies still must provide a robust benefit package in order to attract good candidates for open positions. This session will have panelists from three benefits companies discuss how agencies can handle the large increases in costs and the various benefits to enhance recruitment and retention of staff.</i>
<b>2:20 p.m. – 3:35 p.m.</b>	<b>DIVERSITY &amp; EQUITY POLICIES</b> <b>Margaret Surowka</b> , Special Counsel, Barclay Damon, LLP <b>Benjamin Wilkinson</b> , Counsel, Barclay Damon, LLP <i>This presentation will cover the practical considerations in developing and implementing Diversity and Equity Policies. The presenters will discuss the importance of employee surveys, management buy-in and setting realistic goals for the Agency. They will also discuss some of the outcomes from businesses and agencies that have implemented policies. The presenters will reinforce the importance of training and, finally, will discuss internal auditing and responding to complaints.</i>
<b>3:35 p.m. – 3:50 p.m.</b>	<b>BEVERAGE BREAK</b>

*(continued)*

## DAY 1 SCHEDULE

Tues., June 28

3:50 p.m. – 5:05 p.m.

### AN INTERACTIVE SESSION: SHARING WHAT WE'VE LEARNED IN SPITE OF THE PANDEMIC

**Raeshell Harris (Moderator)**, Assistant Director of Human Resources, CP Nassau  
**Carole Berg**, Associate Executive Director of Personnel & Development, Able2  
**Tom McAlvanah**, Executive Director, IAC  
**Julianne Krause**, Director of Human Resources, The Arc of Erie County

*Before, during and after the pandemic, HR staff work to develop and implement policies, procedures and guidance based on the multitude of laws, regulations and policies from various state and federal agencies. This session will have panelists from three agencies review and share policies and protocols related to current topics such as Domestic Violence, Reasonable Suspicion, Vaccine Mandate Accommodations, and others. Attendees are invited to bring documents they've produced to share and discuss with the group as well.*

5:05 p.m. – 5:30 p.m.

### FREE TIME

5:30 p.m. – 7:30 p.m.

**RECEPTION** – Join your peers in the lobby of the Embassy Suites for appetizers and cocktails.

7:30 p.m.

**DINNER ON YOUR OWN** – A list of restaurants is included in your conference materials.



June 28-29 | Embassy Suites

## DAY 2 SCHEDULE

Wed., June 29

7:00 a.m. – 8:30 a.m.

**BREAKFAST** is available in the main dining room for all conference participants

8:30 a.m. – 9:45 a.m.

### OVERVIEW OF HUMAN RESOURCES ISSUES

**Mary Ellen Donnelly, Esq.**, Member, Bond, Schoeneck & King

*This session will provide an overview of the current hot topics faced by Human Resource departments.*

9:50 a.m. – 10:50 a.m.

### DIRECT SUPPORT PROFESSIONAL RECRUITMENT & RETENTION – STRATEGIES FOR SUCCESS

**Dr. Hassan Abdulhaqq**, Director of Human Resources, AHRC Nassau

*Direct Support Professionals (DSPs) play a critical role in helping to encourage and prepare people receiving services to lead independent, meaningful, and full lives. Attracting talent in this competitive and labor stressed environment is challenging when agencies have a competitive compensation budget and even more challenging without. This session will provide strategies and ideas on how to recruit and retain DSPs during these challenging times.*

10:50 a.m. – 11:00 a.m.

### WRAP-UP and EVALUATIONS

## **DR. HASSAN ABDULHAQQ**

*Director of Human Resources, AHRC Nassau*

**Dr. Hassan Abdulhaqq** is the Director of Human Resources overseeing Recruiting, Benefits, Compensation, HR Shared Services, and HR Compliance for AHRC Nassau, a \$175 million not-for-profit organization with over 3000 employees throughout Nassau County. Dr. Abdulhaqq is an accomplished HR Executive with over 25 years extensive experience in filling Clinical, Non-Clinical, Professional, Education, Finance, Technical, Exempt, Non-Exempt and C – Level roles. Hassan has managed start-ups, Fortune 100 companies and mid-size Recruitment Functions leading HR teams as many as 50 professionals.



Dr. Abdulhaqq is a practitioner who also is an adjunct professor for numerous institutions such as NYU, Stony Brook University, Columbia University, University of Phoenix, and a few other academic institutions. His teaching experience primarily focuses on HR & Business-related courses to Doctoral candidates, MBA students and Undergrads throughout the US and Abroad. He is a captivating motivational speaker and consultant who travels nationally and internationally to corporations, higher education institutions, and other nonprofit organizations.

Dr. Abdulhaqq's successes have been acknowledged globally as he won a bronze Stevie Award twice for the American Business Award Human Resources Executive of The Year. Long Island Business News named him one of Long Island's 50 Most Influential Men in 2012. Dr. Abdulhaqq is a chairperson of the Veteran Excellence Program.

## **CAROLE BERG**

*Associate Executive Director of Personnel & Development, Able2*

**Carole Berg** is the Associate Executive Director of Personnel and Development at Able2 Enhancing Potential, that supports and advocates for people with developmental disabilities by creating opportunities for them to live their best life and be contributors to the community.



## CHRISTINA CAUGHLIN

***Area Senior Vice President, Nonprofit Practice, Gallagher Benefit Services***

**Christina Cauglin** has over twenty-five years of experience in the employee benefits field. She works closely with her clients to develop strategic solutions that align with organizational goals, culture and employee needs. She specializes in the links between organizational priorities, employee engagement and elevating the Employee Value Proposition. Christina brings a holistic perspective to developing and managing a comprehensive benefits and engagement strategy.

## MARY ELLEN DONNELLY, ESQ.

***Member, Bond, Schoenbeck & King***

**Mary Ellen Donnelly** devotes her practice to the representation of management exclusively in all aspects of labor relations, employment law, and related litigation. She litigates in state and federal courts throughout the country.

She represents management before arbitration tribunals and administrative agencies on the state and federal level, including the United States Equal Employment Opportunity Commission and the New York State Division of Human Rights. She litigates cases before the National Labor Relations Board and has served as spokesperson for management during labor negotiations. Mary Ellen represents employers in higher education, health care, manufacturing, financial services, retail and nonprofit institutions.

In addition to litigation, Mary Ellen frequently counsels clients on a full range of state and federal labor and employment law issues, including hiring and termination, discrimination complaints, sexual harassment, collective bargaining, development and administration of human resource policies and wage and hour compliance. She has lectured on numerous employment law topics, including Title VII, Title IX, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the FLSA, Section 296 of the New York State Executive Law and various aspects of employment discrimination. Mary Ellen has provided training to executives, supervisors and employees on labor and employment law issues.

Prior to joining Bond, Mary Ellen was a partner at Putney, Twombly, Hall & Hirson LLP where she was chair of the firm's labor and employment practice.



## **GARY DREYFUSS**

***Senior Vice President of Human Resources, ADAPT Community Network***

**Gary Dreyfuss** is the Senior Vice President of Human Resources for ADAPT Community Network, formerly United Cerebral Palsy of New York City. Gary has been with ADAPT since August 2013 with responsibility for all Human Resources for over 3500 employees in New York City and Long Island. He oversees Payroll, Benefits Administration, Employee and Labor Relations, and HR Administration. Gary is currently the lead negotiator and chief negotiator with 5 different unions.

Gary is a graduate of Seton Hall University with a BA in Psychology and William Paterson University with an MBA degree.



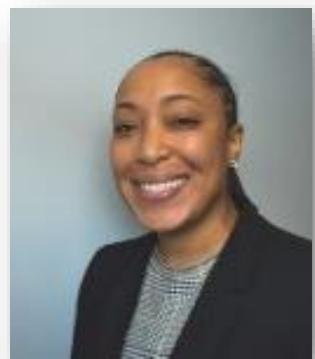
Gary has over 40 years of experience, much of which is in the “for profit” corporate world prior to joining ADAPT. He has held senior level HR positions for several major manufacturing firms and service organizations. Most recently, and for previous 17 years, Gary was the Vice President of Human Resources for Frederick Goldman, Inc., a major manufacturer and distributor of fine jewelry including wedding and engagement rings.

Gary is a member of the Society for Human Resources Management and co-chair of the Human Resources Committee of the Interagency Council of Developmental Disabilities Agencies, Inc.

## **RAESHELL HARRIS**

***Assistant Director of Human Resources, CP Nassau***

**Raeshell Harris** is the Assistant Director of Human Resources with CP Nassau, a nonprofit organization in Roosevelt, NY. She has 14-years of experience with the company serving in supervisory and management positions prior to her current role. As the Assistant Director, Raeshell is responsible for all aspects of the human resources functions including recruiting, on-boarding, training, employee relations, workers compensation, payroll, benefits, safety, and compliance with all applicable federal, state, and local laws.



## JULIANNE KRAUSE

*Director of Human Resources, The Arc of Erie County*

**Julianne Krause** is the Director of Human Resources at The Arc of Erie County, a leading agency in Western New York for over 65 years that supports children and adults with disabilities and their families in achieving their desired quality of life by creating opportunities through comprehensive quality services.

## TOM McALVANAH

*Executive Director, InterAgency Council of Developmental Disabilities Agencies, Inc. (IAC)*

**Thomas McAlvanah** is the Executive Director of IAC, which, with over 150 members, is the largest provider association in New York for nonprofit agencies that support individuals with intellectual/developmental disabilities.



## STEVEN J. RUBINSKY

*Area Vice President, Nonprofit Practice, Gallagher Benefit Services*

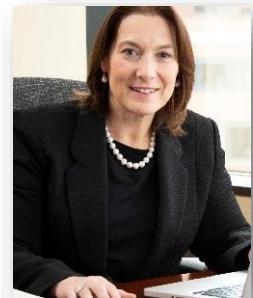
After a full career in the field of intellectual and developmental disabilities, **Steve Rubinsky** was recruited by Gallagher Consulting and Insurance Services to expand their large practice in serving the nonprofit sector. Steve works with a team of nonprofit specialists to assist organizations in achieving their goals, especially around areas involving employee retention. You may be interested to know that Steve was the first co-chair of the IAC Quality Assurance Committee.



## MARGARET SUROWKA

*Special Counsel, Barclay Damon, LLP*

**Margaret Surowka** is special counsel at Barclay Damon LLP, where she serves as co-leader of the firm's Health Care and Health & Human Services Providers Teams. With over 30 years of legal experience, Margaret's practice includes a wide variety of health care and labor and employment matters, including representing agencies, facilities, and individual providers in compliance matters, licensure, disciplinary, and ethics proceedings as part of her health care practice and counseling and representing employers on employment compliance issues and defends employers before the NYS Division of Human Rights and NYS Department of Labor as part of her labor and employment practice. She has conducted internal investigations and audits relating to sexual harassment and discrimination claims and has worked with employers on diversity, equity, and inclusion policies. Margaret graduated *cum laude* from Albany Law School with her juris doctor, where she was the executive editor for production for the Albany Law Review, and she graduated from Hamilton College with a bachelor of arts.



## BENJAMIN WILKINSON

*Counsel, Barclay Damon, LLP*

**Ben Wilkinson** primarily concentrates his practice on labor and employment matters, representing employers before the Equal Employment Opportunity Commission, the NYS Division of Human Rights, and federal and state courts regarding employment discrimination claims, wage and hour claims, and breach of employment contracts. Ben also represents employers in wage and hour audits conducted by the US and NY Departments of Labor. Ben regularly advises employers regarding compliance with a variety of NYS and federal employment laws. Additionally, he has experience drafting employee handbooks, employment contracts, and separation agreements. In addition to his own practice, Ben serves as a member of the firm's Associate Integration Committee and the Albany office's Diversity Leadership Team.

