



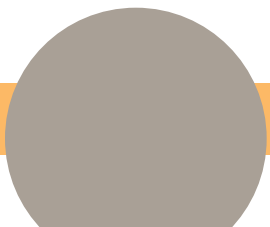
The Independent Bankers Association of NYS presents the

2020 Human Resource Conference



January 14, 2020
Rochester, NY

January 15, 2020
Poughkeepsie, NY



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, 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**



January 14, 2020
DoubleTree by Hilton
1111 Jefferson Road, Rochester, NY 14623
585-475-1510

January 15, 2020
Poughkeepsie Grand Hotel
40 Civic Center Plaza, Poughkeepsie, NY 12601
845-485-5300

STAY CONNECTED



agenda



8:30-9:00 am REGISTRATION/CONTINENTAL BREAKFAST

9:00-9:10 am Introduction. **Morning session presenters:** *Katherine McClung, Esq., Member, Labor and Employment, Bond Schoeneck & King (Rochester) and Michael Jakowsky, Esq., Partner, Jackson Lewis P.C. (Poughkeepsie)*

9:10-10:00 am **ROCHESTER: Federal and New York Legal Update**

This presentation will go through each significant employment law change that has occurred in New York in 2019, including updates to the Human Rights Law, changed voting leave provisions, revised pay equity laws, and immigration in employment laws. We will also cover significant changes in federal employment law and anticipated new employment laws in 2020.

POUGHKEEPSIE: New York Legal Update.

As 2019 comes to a close, legislative and administrative actions in New York require consideration by employers in the state. All New York State employers should be aware of and modify policies and practices as appropriate in New York state and, as applicable, localities such as New York City and Westchester due to the myriad of developments in 2019, including amendments to the state's #MeToo legislation and implementation of safe leave in Westchester.

10:00-10:50 am **ROCHESTER: Leaves of Absence and Other Accommodations**

This presentation will address how to juggle your legal obligations under the Americans with Disabilities Act, the Family and Medical Leave Act, the New York Human Rights Law and the New York Paid Family Leave Law. We will walk through examples of how to address common issues that arise with employee absences and other accommodations.

POUGHKEEPSIE: FMLA/ADA Exposures: Is Your Management Program "Built to Comply"?

With increasingly aggressive enforcement of FMLA and ADA as well as added complexities by New York's Human Rights Law and Paid Family Leave Law, companies are searching for more reliable and defensible ways to manage leave and attendance obligations. In this presentation, we will review the steps an employer must consider for leave and accommodation situations. We will also cover how employers can assure employees meet their responsibilities under the law.

10:50-11:00 am Break/Networking

11:00-11:50 am **ROCHESTER: Common Wage and Hour Mistakes**

Many employees make small errors in paying their employees that can result in substantial liability in litigation.

This presentation will cover common wage mistakes that employers make and how to avoid them.

POUGHKEEPSIE: Changes in FLSA and State Regulations and other Wage and Hour Developments

Federal and State regulations 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.

12:00-12:30 pm LUNCH/NETWORKING

12:30-1:20 pm **Opportunities for Cost Containment in Health Care**

Joseph Pecoraro, Partner, Underwriting & Analytics Practice Leader & Amy Luft, Partner Operations & Compliance Leader, Consilium Group LLC

Consortium Feasibility, Technology, Education, Funding, Wellness

1:20-2:10 pm **Hot Topics Related to Community Bank Employee and Director Compensation**

Jeff Cardone, Esq., Partner, Luse Gorman, P.C.

This session focuses on compensation issues impacting community banks and their employees and directors, including succession planning, compensation regulatory and governance matters and best compensation practice tips to attract employee and director talent in a competitive manner that mitigates risk to the community bank.

2:10-2:20 pm Break/Networking

2:20-3:10 pm **Trends in Pre-Employment Background Investigations**

Mario Pecoraro, CEO, Alliance Worldwide Investigative Group, Inc.

In this presentation will review how to mitigate risk by adding social media investigations to traditional background investigations and provide HR legislative updates. Social media investigations can uncover red flags that traditional background investigations can miss. These evolving investigations now combine sophisticated software automation with experienced social media analysts to get the full online presence of an applicant or employee. Social media reports can reveal problematic online activity such as unlawful activity, sexually explicit material, racism, discrimination and intolerant behavior. They can even potentially thwart an incident of workplace violence when red flags are caught in time. Participants will learn how social media hiring reports can be conducted while remaining in compliance with FCRA and EEOC regulations. Additional HR legislative updates will include the status of Ban-the-Box/Fair Chance Act laws and Mario Cuomo's proposal that would prevent employers from mandating credit checks as a hiring requirement.

REGISTRATION FORM

Human Resource Conference



EMAIL
lindag@ibanys.net



FAX
(518) 436-4648



MAIL
IBANYS, 19 Dove St., Suite 101, Albany, NY 12210



CHECK ONE:

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**REGISTRATION
DEADLINE:
FRIDAY,
JAN. 10, 2020***

CoBank/Organization

Address

City/State/Zip

Phone

Fax

Attendee Name

Title

Email

Attendee Name

Title

Email

Attendee Name

Title

Email



COST

Member: \$275 per person
Non-Member: \$325 per person

PAYMENT

☐ My check is enclosed \$_____ Make checks payable to *IBANYS*

☐ Charge \$_____ to ☐ MasterCard ☐ Visa ☐ Amex

Credit card #

Exp. date

CVV# (Amex on front of card)

Print card name

Credit card address (if different than above)

Signature

*No refunds given after this date.