

# 2018 COPA Human Resources Professionals Conference

On April 24<sup>th</sup> and 25<sup>th</sup> the Second Annual Human Resources Professionals Conference for the Disability Provider Community took place at the Embassy Suites in Saratoga Springs, NY. About 100 people showed up for the conference. There were 6 sessions including a panel discussion.



Richard Landau, Shareholder at Jackson Lewis PC, addressed Sexual Harassment at the Work Place focusing on the hallmarks of consistent, thorough, fair and swift investigations which address sexual harassment in the workplace.

Elaine M. Angelo, Performance Consultant at ProKnowledge, LCC, presented on HR & the Multi-Generational Workplace. The session provided insight to the ever changing landscape of the U.S workforce as its generational makeup reflects 50% representation by Millennials by 2020.

Jill Bergman, Vice President of Compliance, Health & Benefits at Chernoff Diamond, spoke about coping with NY's New Paid Family Leave Benefits law which became effective on January 1, 2018. The law allows eligible employees to take paid leave for up to eight weeks to care for family members under certain circumstances.

Megan O'Connor-Herbert, Deputy Commissioner of NYS OPWDD, and Sharon Devine, Deputy Commissioner of Workforce/Talent Management at NYS OPWDD, talked about the OPWDD Workforce Shortage Activities. They provided an overview on the State's activities to address workforce shortage issues.

Melissa Zambri and Michael Sciotti Partners at Barclay Damon, LLP, addressed the "Do's and Don'ts – Social Media Policies." They provided a review on the current approach being taken by the National Labor Relations Board towards social media policies along with the federal and state laws.

There was a panel discussion on the Implementation of the 3.25% increases. Panel speakers included: Mike Alvaro (Executive Vice President, CP of NYS), Nathalia Berger (Director of Human Resources, Heaven's Hands Community Services), Bethany Brown (Director of Human Resources, Racker), Gary Dreyfuss (Senior Vice President of Human Resources, ADAPT Community Network) and Roberta Koenigsberg (Chief Administrative Officer, ADAPT Community Network).

Overall the conference was a big success. Thank you to our sponsors – BDO, Focused Wealth Management, Irwin Siegel Agency, Jackson Lewis, and Worlds Fair Pharmacy.