



*Coalition Of Provider Associations*

# Human Resources Professionals Conference

For the Disability Provider Community

**Embassy Suites Hotel**

86 Congress Street, Saratoga Springs, NY 12866

**April 30 & May 1, 2019**

*Check-in Begins April 30 @ 11:00 a.m.*

SPONSORED  
IN PART BY:

Irwin Siegel  
Agency

BDO

The Beacon  
Group

TotalCareRX

Jackson  
Lewis

---

We are pleased to announce that the conference will be eligible for up to 6.5 hours of HRCI credit, pending approval by the HRCI, and up to 6.5 hours of SHRM PDC credit, pending approval by SHRM.

---

## TOPICS INCLUDE

Overview of Trends in HR Law

A Conversation with OPWDD on Self-Direction &  
General Recruitment Issues from an HR Perspective

Resume Review: Check Your Bias Here

A Special 2-Session Presentation with an  
Expert on the Justice Center, Followed by a  
Reaction Panel

---

**COPA – The Coalition of Provider Associations**  
**[www.copanys.org](http://www.copanys.org)**

*Alliance of Long Island Agencies, Inc.  
Cerebral Palsy Associations of NYS  
Developmental Disabilities Alliance of WNY  
InterAgency Council of Developmental Disabilities Agencies, Inc.  
New York Association of Emerging & Multicultural Providers, Inc.*

## GENERAL INFORMATION

<b>WHEN:</b>	April 30, 2019 – Begins at 11:00 a.m. with Check-In May 1, 2019 – Ends at 11:45 a.m.
<b>WHERE:</b>	Embassy Suites, 86 Congress Street, Saratoga Springs, NY. A block of overnight rooms has been reserved at a special conference rate of \$160, plus applicable taxes. See hotel information below. <b>THE DEADLINE FOR MAKING OVERNIGHT RESERVATIONS IS APRIL 1.</b>
<b>COST:</b>	COPA Member*: \$125 Government Agency: \$150 Non-Member: \$200  <i>Click on the REGISTER NOW link below to register – you can pay by check or credit card.</i>  <i>*Not sure if you're a COPA member? Contact us at (518) 436-0178.</i>
<b>REGISTRATION:</b>	Registration deadline is April 16. Registrations are being accepted online. <a href="#">Register Now!!</a>

### SEATING IS LIMITED – REGISTER EARLY!

#### CANCELLATION POLICY:

After April 16, 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 by the close of business on May 3 on the COPA and CP of NYS websites ([www.copanys.org](http://www.copanys.org) and [www.cpoofnys.org](http://www.cpoofnys.org)).

#### CONTINUING EDUCATION UNITS (CEUs):

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

#### QUESTIONS:

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



EMBASSY SUITES®

Saratoga Springs

86 Congress Street, Saratoga  
Springs, NY 12866

#### HOTEL RESERVATIONS:

We have reserved a block of rooms at the Embassy Suites Saratoga Hotel for the night of April 30, 2018 at the discounted rate of \$160 (plus applicable taxes). To reserve a room at our special rate, please [CLICK HERE](#). Don't forget a tax-exempt form if applicable. **THE CUT-OFF FOR MAKING HOTEL RESERVATIONS FOR OUR GROUP RATE IS APRIL 12. AFTER THAT TIME, RESERVATIONS WILL BE ACCEPTED SUBJECT TO AVAILABILITY AT THE PREVAILING RATE.**

#### DIRECTIONS:

**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.

# TUESDAY SCHEDULE

## Human Resources Professionals Conference

### TUESDAY, APRIL 30

11:00 – 1:00

#### CHECK-IN

12:00 – 1:30

#### OPENING SESSION and LUNCH – Overview of Trends in HR Law

*Mary Ellen Donnelly, Partner, Putney Twombly*

This session will provide insight into recently enacted legislation, emerging case law, and administrative enforcement efforts concerning various employment law topics concerning New York State and New York City employers. Specifically, this session will provide an overview of the new legal developments in light of the #MeToo movement, and tips on how to address sexual harassment issues in the workplace. Ms. Donnelly will also explain the New York State Paid Family Leave law and its interaction with federal law and employer policies. Workplace accommodation issues will also be analyzed, including an overview of New York City's lactation accommodation laws and best practices concerning handling accommodation requests and the interactive process. Lastly, this session will review recent wage and hour developments, such as the increase of off-the-clock-litigation and provide guidance for addressing these issues in the workplace.

1:30 – 3:00

#### A Conversation with OPWDD on Self-Direction and General Recruitment Issues

*Chad Colarusso, Self-Direction Statewide Coordinator, Division of Person Centered Supports, NYS OPWDD*

*Dianne Henk, Director of Workforce Transformation, NYS OPWDD*

*Jeremiah Coleman, Associate Director of Workforce Transformation, NYS OPWDD*

This session will provide an opportunity for attendees to have a conversation with OPWDD on the Direct Support Workforce and Self-Direction. Attendees will be able to ask questions and have a dialog with staff at OPWDD responsible for the policies and guidance on this program. OPWDD staff will provide a presentation but this session will be interactive.

3:00 – 3:30

#### BREAK

3:30 – 4:30

#### Resumé Review: Check Your Bias Here

*Elaine M. Angelo, Performance Consultant, ProKnowledge, LLC*

Did you know that recruiters and hiring managers take an average of only 6 seconds to review a candidate's resumé? Using a mock resumé, we will review and identify candidate information and credentials that can create assumptions, judgements and Unconscious Bias. Participants will share best practices to help reinforce awareness about Bias and its impact on an organization's talent selection process. This session is recommended for anyone in your organization who reviews resúmes and conducts interviews.

5:00 – 7:00

#### RECEPTION

7:00

#### DINNER ON YOUR OWN (see list of restaurants included in your packet)

## Human Resources Professionals Conference

### WEDNESDAY, MAY 1

6:30 – 8:00

#### **BREAKFAST**

9:00 – 10:15

#### **Impact of the Justice Center on Human Resources and Recruitment & Retention**

**Linda Clark**, Partner, Barclay Damon

This session will discuss the impact of the Justice Center on human resources including the impact on employee retention, recruitment, and morale. At the conclusion of the session, attendees will be able to evaluate the impact of Justice Center oversight and the difficulties of hiring under Justice Center regulations, examine the legal implications of Justice Center policies and mandates, and discuss the impact of the Justice Center on the professional climate and the influence it can have on direct service providers and those with complex disabilities.

10:15 – 11:30

#### **Panel on the Impact of the Justice Center on Human Resources – Advocacy Strategies**

**Moderator – Mike Alvaro**, Executive Director, CP of NYS

**Larry Davies**, Director of Human Resources, CP Nassau

**Doreen Nelipowitz**, Associate Executive Director of Human Resources, AccessCNY

**Anne Marie Clabaugh**, Human Resources Director, AccessCNY

This panel discussion will provide a reaction to the previous session by Linda Clark on the impact of the Justice Center on human resources and recruitment & retention. Human Resources staff from DD agencies will discuss some of the actions they are taking to support their staff and to retain and recruit staff under the banner of the Justice Center. Linda Clark will also participate and help the group develop and discuss possible advocacy strategies in fixing what doesn't work with the Justice Center.

11:30 – 11:45

#### **WRAP UP and EVALUATIONS**