

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, Hall & Hirson, LLP

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