



CRHRA Annual Conference & Marketplace

Reinvigorate. Reimagine. Reengage.

May 10, 2022 | Albany Capital Center | Albany, NY



2022 CRHRA Annual Conference Schedule

(subject to change)

Tuesday, May 10, 2022

7:30 am – 8:15 am	Registration, Networking & Breakfast
8:15 am – 9:15 am	Breakfast Keynote
9:15 am – 9:30 am	Break
9:30 am – 10:30 am	Breakout 1
10:30 am – 11:15 am	Marketplace
11:15 am – 12:15 pm	Breakout 2
12:15 pm – 12:45 pm	Lunch
12:45 pm – 1:45 pm	Lunch Keynote
1:45 pm – 2:00 pm	Break
2:00 pm – 3:00 pm	Breakout 3
3:00 pm – 3:45 pm	Marketplace
3:45 pm – 4:45 pm	Breakout 4

Meet Your Keynotes

Breakfast Keynote: 8:15 AM – 9:15 AM **1 CE Credit**

Don't Rest On Your Culture

Tom Schin, Creator, Build Better Culture

If you're not learning you're dying. The same applies to your culture. If you're letting your culture rest on its laurels, you're letting it die on the vine. Why is culture so important? Employees are less likely to leave a company with a strong culture. Some may argue that they give employees too much, but do they? Asking tough questions about what's going well, what's not, and how can you make it better are elements you weave into projects, teams, annual reviews, sales activities, recruiting calls and more. You SHOULD be reviewing your culture and engagement with similar intent and purpose. Come plan out the next stage of your culture evolution in this interactive session. Come Build Better Culture.

Breakout Session 1: 9:30 AM – 10:30 AM *(choose one):* **1 CE each**

HR Leadership as Business Strategy

Aileen Flach, VP of Human Resources, DeCrescente Distributing Company

Human Resources is often so busy "in the weeds" that strategic goals and objectives drift out of focus. In this session, we will discuss ways to add value to your entire organization, and how investing in you can pay off in the long run.

HSAs, FSAs, and HRAs: Comparison, Interactions, and Compliance

Dannielle Mattes, VP, Manager – Compliance & Client Solutions,
Marshall & Sterling Employee Benefits

To help employees manage rising out-of-pocket healthcare costs, many employers offer Health Savings Accounts (HSAs), Flexible Spending Arrangements (FSAs), or Health Reimbursement Arrangements (HRAs) as part of their benefits package. While HSAs, FSAs, and HRAs are all individual account-based arrangements, substantial differences exist between these plans, including how they are established, funded, and maintained. It is important for employers to understand the regulations that govern these arrangements and how they apply in practice. This presentation will provide insight into each of these benefit options including what they are, appropriate plan design, compliance concerns, recent developments and current trends.

HR as the Coach

Lisa Boucher, HR Director, Double H Ranch

Most of us get into Human Resources because we love to help people, but somehow we get bogged down in the compliance, discipline and paperwork. Let's talk about how we can learn to love our work again through coaching and eliminate some of the drama.

Breakout Session 2: 11:15 AM – 12:15 PM *(choose one):*
1 CE each

“Reinvigorate, Reimagine, Reengage” Your Career with Rituals

Hope DeRocha, PHR, SHRM-CP, Transformational Coach

Theresa Marangas, Executive Life Coach, Wisdom of Wellness, LLC

Feeling worn out or overwhelmed? This simple practice will have you feeling reinvigorated and in control in no time. After all, you can't help others if you don't help yourself first! Embrace personal self-care rituals to improve overall wellbeing. Reimagine your work to-do list to perform at your best and ready to manage the challenges of people operations. Rituals help you to relieve anxiety, calm chaos and reconnect with your purpose. You'll be a rituals rock star prepared to improve psychological safety and connection in the workplace for all. We share guides and trackers to get started today, plus additional resources.

Healthcare in Retirement: What HR Professionals Need to Know

Willis Reed, Manager, Insurance Services, CAP COM FCU

Tina Cullum, Client Relationship Manager, CAP COM FCU

Did you know that healthcare costs are one of a retiree's biggest expenses in retirement? As your employees move closer to transitioning to retirement, they may have a number of questions to be answered in order to make the planning process for a comfortable retirement easier. Discover how they can make the most of Medicare and other healthcare options that may be available.

Managing and Motivating a Virtual Internship Team

Robert Braathe, Resume Writer, Career Service Station

In this session, Robert will share best practices for utilizing diverse teams and demonstrate how he uses remote tools including Slack and Airtable to manage and monitor his team and progress. Following the session, participants will be able to bring best practices back to their workplace to help manage experienced and inexperienced workers through simple processes and digital platforms.

Lunch Keynote: 12:45 PM – 1:45 PM
1 CE Credit

Labor & Employment Law Update

John M. Bagyi, Esq., SPHR, SHRM-SCP Member, Bond, Schoeneck & King, PLLC

Almost 18 months into the Biden administration and just over six months since John's last legal update, labor and employment law developments continue to keep HR professionals on their toes. This program will get you caught up on these developments and provide practical guidance on what they mean for your organization.

This year's legal update will address:

- COVID-related developments
- State law developments, including enhanced whistleblower protections, PSL regulations, workplace safety committees and electronic monitoring notification requirements
- Changes at the NLRB
- Enforcement and litigation trends
- What's on the horizon

Breakout Session 3: 2:00 PM – 3:00 PM (choose one):
1 CE each

Immigration 101: What Every HR Professional Needs to Know

Brendan Venter, Partner, Harris Beach PLLC

LJ D'Arrigo, Partner, Harris Beach PLLC

In light of the increasingly global workforce and chronic labor shortages, it is now more critical than ever for HR professionals to have at least a basic familiarity with and understanding of the US visa & immigration system, in order to evaluate whether they have a viable path to hire and on-board a potential job candidate. This session gives an overview of the US employment-based immigration system and major issues that can arise in the recruitment and hiring of non-citizens from the initial hiring process, including I-9 obstacles, and navigating the complex maze of visa processing.

Ethical Standards and Personal Credibility

Loretta Kuhland, HR Consultant, Pinnacle/GTM

Ethical standards and personal credibility are interdependent aspects of Human Resources practice and competencies. It is difficult to imagine one without the other. Upholding confidentiality and demonstrating personal integrity are examples that reflect the interplay between ethical behavior and personal credibility. In addition to HR practitioners personally upholding and demonstrating ethical behavior, HR professionals have a significant responsibility for - and contribution to - fair and consistent ethical practices within an organization.

Discussion topics will include:

A. Introduction:

- How an organization defines and communicates ethical practice
- The importance of consistency and transparency in practices and how HR can ensure consistency and transparency application of policies and practices

B. Understanding the different perspectives that impact views on and implementation of ethical practice – e.g., Worlds of Responsibilities™ Theory

C. Approaches HR practitioners can use to manage pressures that compromise ethical practice, including: the difference between personal (intrinsic) ethics and organizational ethical practice, and techniques to apply when a decision 'doesn't feel right'

D. Approaches to build credibility with managers, employees, and the organization's senior leadership.

Social Determinants of Health: Build Your Employee Wellness Strategy

Keshana Owens-Cody, Consultant, Release Resilience, LLC

Throughout the pandemic HR has taken a crash course in public health. From adopting prevention policies to reduce the spread of COVID-19 to work from home policies, HR has done an amazing job protecting its workforce. The pandemic exposed the collision of physical, mental and social determinants of health and how if not addressed can lead to poor health outcomes. This workshop will provide HR professionals with education on social determinants of health, its prevalence on the workforce, and provide time to develop health promotion strategies that tackle social determinants of health with a focus on reducing stress within the workforce.

Breakout Session 4: 3:45 PM – 4:45 PM (*choose one*):
1 CE each

Pivot Your Leadership Development Efforts for Lasting Impact

Tracy Solarek, MBA, Founder & Chief Inspirer, Optimum Potential

In the past, we had ample opportunities to engage with others, in break rooms or informal chats and become attuned with emotions. In today's two-dimensional workplace, applying Emotional Intelligence (EI) takes a lot more effort and purposeful intention. EI training is helping professionals and organizations find success on many levels including individual success, re-energize teams, and building comradery. Learn how you or your teams can become stronger, more impactful leaders by further understanding and leveraging EI.

“It Was Just a Joke!” The Role of Humor in the Workplace

Gregor Wynnyczuk, HR Consultant, Rock Paper Partners, LLC

Humor is a powerful tool. It can bring people together, create bonds, and allow people to speak their truth. But humor can also exclude and offend. What one person finds funny may be offensive to others. In this workshop we will explore the positive and negative aspects of humor in the workplace and look at some ways to safely introducing humor in our interactions. We will also discuss how to coach others when their humor crosses the line.

Workforce Development Innovation Strategies Through WIOA

Gretchen Steffan, SPHR, SHRM-SCP, Executive Director, Saratoga-Warren-Washington

Workforce Development Board

Brian Williams, Executive Director, Capital Region Workforce Development Board

Learn how HR Professionals can partner with local and regional Workforce Development Boards and Career Centers for recruiting, onboarding, skills training, career pathway development, and retention strategies. Understand current Labor Market Trends, the skills/education mismatch, hidden workers, resources for upskilling and resources available to help job seekers and businesses who need employees. Get help in designing and implementing a NYS certified apprenticeship program. In today's tight labor market these strategies can help attract talent by helping them grow knowledge, skills and abilities, while earning a salary and benefits. Developing talent pipelines helps ensure staff are achieving employment security while embracing lifelong learning.



CRHRA Annual Conference & Marketplace

Conference Fees

CRHRA or SHRM Member* Non-Member Student/Retiree/Veteran

Full Conference - includes full day program

Full Conference - EARLY BIRD (By April 15) - SAVE \$30 off regular price! **\$200** **\$225** **\$175**

Full Conference - Regular **\$225** **\$250** **\$200**

*Member Pricing is available for any member of CRHRA, SHRM, or another local SHRM chapter

Conference Fee includes all sessions, all meals, prizes (must be present to win), access to vendor Marketplace, conference program, and parking at the Albany Capital Center. Conference expenses may be tax deductible; consult your tax advisor.

Register today at crhra.org!

Parking

We have reserved 100 spaces at the Albany Capital Center parking garage. Overflow parking will be available at the Times Union Center parking garage. Parking at anywhere other than the ACC Parking Garage is not covered in your conference package. More information on parking can be found at the Albany Capital Center website at <https://www.albanycapitalcenter.com/attend/parking-directions>. Please let the attendant know you are with the CRHRA Conference.

Overnight Accommodations

Here are some hotels we recommend:

Renaissance Albany
Connected to the Capital Center

Fairfield Inn & Suites
7 minute walk

Hilton Albany
5 minute walk

Hampton Inn Downtown
9 minute walk