![COPA - Coalition Of Provider Associations]

2019 Human Resources Professionals Conference
For the Disability Provider Community

Below is an overview and session handout links from the 3rd Annual Conference.
As always, if you have questions, please contact COPA. We look forward to seeing you in 2020!

Overview of Trends in HR Law
Click HERE for session handout
Mary Ellen Donnelly, *Partner, Putney, Twombly, Hall & Hirson, LLP*

This session provided 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 provided 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 explained the New York State Paid Family Leave law and its interaction with federal law and employer policies. Workplace accommodation issues were also 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 reviewed recent wage and hour developments, such as the increase of off-the-clock-litigation and provide guidance for addressing these issues in the workplace.

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 provided an opportunity for attendees to have a conversation with OPWDD on the Direct Support Workforce and Self-Direction. Attendees were able to ask questions and have a dialog with staff at OPWDD responsible for the policies and guidance on this program.

Resumé Review: Check Your Bias Here
Click HERE for session handout
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, participants reviewed and identified candidate information and credentials that can create assumptions, judgements and unconscious Bias. Participants shared best practices to help reinforce awareness about Bias and its impact on an organization's talent selection process.

Impact of the Justice Center on Human Resources and Recruitment & Retention
Click HERE for session handout
Linda Clark, *Partner, Barclay Damon*

This session discussed 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 evaluated the impact of Justice Center oversight and the difficulties of hiring under Justice Center regulations, examined the legal implications of Justice Center policies and mandates, and discussed 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.

Panel on the Impact of the Justice Center on Human Resources – Advocacy Strategies
Click HERE for session handout from Mike Alvaro
Click HERE for session handout from AccessCNY
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 provided 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 discussed 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 participated and help the group develop and discuss possible advocacy strategies in fixing what doesn't work with the Justice Center.

Click here for SPEAKER BIOS