

JOIN
US

 **HUMAN**
Resources
PROFESSIONALS
CONFERENCE
For the Disability Provider Community

5th Annual
Human Resources Professionals Conference
June 28-29, 2022

Embassy Suites

86 Congress Street in Saratoga Springs, New York

We are happy to announce we will again have an in-person, two-day event focusing on current topics and challenges in the human resources field, from the law to recruitment and retention and the mental health of staff.

**What people
had to say
about previous
Conferences**

"My first time attending, was extremely helpful and enjoyed the networking."

"Topics dealt with areas of concerns not only for our agency but for all participants who attended."

"Hotel was a great choice and presenters were very knowledgeable."

SPONSORED BY



**Cerebral Palsy Associations
of New York State**

Real people. Realizing potential.



Alliance of Long Island Agencies, Inc. (ALIA)

Cerebral Palsy Associations of New York State, Inc. (CP of NYS)

**Developmental Disabilities Alliance of Western New York
(DDAWNY)**

**InterAgency Council of Developmental Disabilities
Agencies, Inc. (IAC)**

**New York Association of Emerging & Multicultural
Providers, Inc. (NYAEMP)**

2022 Conference Details...

When/Where

Check-in begins at 9:00 a.m. on June 28
Conference ends at 11:00 a.m. on June 29

The conference is held at the Embassy Suites, 86 Congress St., Saratoga Springs, New York. A block of rooms has been reserved at a special conference rate of \$164 plus applicable taxes. The deadline to make hotel reservations is May 29. (*Please see hotel registration information below.*)

Cost

EARLY Registration Fee (ends May 13)..... \$150

Registration Fee (starts May 14)..... \$175

Conference Registration

Click on the link below to register. Credit card payment only (choose PayPal option first).

[CLICK HERE TO REGISTER](#)

Register now and take advantage of the Early Registration Fee option!

Registration deadline is June 15.

Other Details

CANCELLATION POLICY: After June 15, 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 prior to the conference on the CP of NYS website www.cpstate.org.

CONTINUING EDUCATION UNITS (CEUs): CP of NYS is pleased to be able to offer HRCI and SHRM credits for our sessions. For more information, please contact us at (518) 436-0178.

COVID PRECAUTIONS: There currently are no COVID restrictions or mandates in place. However, the hotel will have sanitation stations in meeting rooms, and we will have masks available should anyone need them.

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

UPDATED! Hotel Registration

The Embassy Suites Hotel is sold out, therefore we have reserved a block of rooms at the **Hilton Garden Inn Saratoga Springs**, 125 South Broadway, Saratoga Springs (518-587-1500) for the nights of June 27 & June 28 at a discounted rate of \$164 plus applicable taxes. To reserve a room at this special rate, please **[CLICK HERE](#)**. Don't forget a tax-exempt form, if applicable. **The cut-off date to make a reservation at this rate is June 10.** After that time, reservations will be accepted subject to availability at the prevailing rate.

Getting There...

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.

- 9:00 a.m. – 10:45 a.m.** **CHECK-IN** *at our registration tables to receive your conference materials and name badge.*
- 10:45 a.m. – 11:00 a.m.** **WELCOME and OPENING REMARKS**
Mike Alvaro, President & CEO, Cerebral Palsy Associations of NYS, Inc.
- 11:00 a.m. – 12:15 p.m.** **THE IMPACT OF TRAUMA AND GRIEF ON DIRECT SUPPORT STAFF DUE TO THE PANDEMIC**
John Raffaele, Director of Educational Services, NADSP
The pandemic was difficult for everyone, but staff serving individuals with IDD were affected particularly hard. This session will focus on helping staff through the stresses of the pandemic and their jobs. Issues of grieving and loss, conflict resolution and dealing with the impact of the pandemic will be explored.
- 12:15 p.m. – 1:00 p.m.** **LUNCH** *will be provided to all conference attendees.*
- 1:00 p.m. – 2:15 p.m.** **PANEL DISCUSSION: THE FUTURE OF EMPLOYEE BENEFIT PLANS**
Gary Dreyfuss (Moderator), Senior Vice President of Human Resources, ADAPT Community Network
Robert Flicker, Regional Vice President, Corporate Synergies
Steven J. Rubinsky, Area Vice President & **Christina Caughlin**, Area Senior Vice President, Gallagher Benefit Services
Steven Ortiz, Vice President of National Accounts, Mutual of America Financial Group
Aaron Buzzell, Executive VP, Consulting & Sales & **Julie Kueppers**, Clinical Review Director, Relph Benefit Advisors
Health care and other benefits increase at alarming rates every year, yet agencies still must provide a robust benefit package in order to attract good candidates for open positions. This session will have panelists from four benefit companies discuss how agencies can handle the large increases in costs and the various benefits to enhance recruitment and retention of staff.
- 2:20 p.m. – 3:35 p.m.** **DIVERSITY & EQUITY POLICIES**
Margaret Surowka, Special Counsel, Barclay Damon, LLP
This presentation will cover the practical considerations in developing and implementing Diversity and Equity Policies. The presenters will discuss the importance of employee surveys, management buy-in and setting realistic goals for the Agency. They will also discuss some of the outcomes from businesses and agencies that have implemented policies. The presenters will reinforce the importance of training and, finally, will discuss internal auditing and responding to complaints.
- 3:35 p.m. – 3:50 p.m.** **BEVERAGE BREAK**

(continued)

3:50 p.m. – 5:05 p.m.

AN INTERACTIVE SESSION: SHARING WHAT WE’VE LEARNED IN SPITE OF THE PANDEMIC

Raeshell Harris (Moderator), Assistant Director of Human Resources, CP Nassau

Carole Berg, Associate Executive Director of Personnel & Development, Able2

Tom McAlvanah, Executive Director, IAC

Julianne Krause, Director of Human Resources, The Arc of Erie County

Before, during and after the pandemic, HR staff worked to develop and implement policies, procedures and guidance based on the multitude of laws, regulations and policies from various state and federal agencies. This session will have panelists from three agencies review and share policies and protocols related to current topics such as Domestic Violence, Reasonable Suspicion and others. Attendees are invited to bring documents they’ve produced to share and discuss with the group as well.

5:05 p.m. – 5:30 p.m.

FREE TIME

5:30 p.m. – 7:00 p.m.

RECEPTION – Join your peers in the lobby of the Embassy Suites for appetizers and cocktails.

7:00 p.m.

DINNER ON YOUR OWN – A list of restaurants is included in your conference materials.

7:00 a.m. – 8:30 a.m.

BREAKFAST is available in the main dining room for all conference participants

8:30 a.m. – 9:45 a.m.

OVERVIEW OF CHANGES IN WORKPLACE AND DISCRIMINATION LAW AND POLICIES

Mary Ellen Donnelly, Esq., Member, Bond, Schoeneck & King

This session will focus on three topics. The first topic will provide an overview of legal developments and changes to the New York State Human Rights Law and the New York State Whistleblower Law and how these changes impact application of workplace discrimination policies.

The second topic will discuss COVID-19 vaccine mandates and policies and the process by which employers must evaluate any request for an exemption from the COVID-19 vaccine based upon religious beliefs or medical reasons. Ms. Donnelly will also discuss administrative complaints arising out of employers' denial of exemptions to the COVID-19 vaccine.

Finally, there will be a discussion of the Fair Labor Standards Act and who is an exempt employee, non-exempt employee, and independent contractor under the FLSA and common misclassifications of employees.

9:50 a.m. – 10:50 a.m.

DIRECT SUPPORT PROFESSIONAL RECRUITMENT & RETENTION – STRATEGIES FOR SUCCESS

Dr. Hassan Abdulhaqq, Director of Human Resources, AHRC Nassau

Direct Support Professionals (DSPs) play a critical role in helping to encourage and prepare people receiving services to lead independent, meaningful, and full lives. Attracting talent in this competitive and labor stressed environment is challenging when agencies have a competitive compensation budget and even more challenging without. This session will provide strategies and ideas on how to recruit and retain DSPs during these challenging times.

10:50 a.m. – 11:00 a.m.

WRAP-UP and EVALUATIONS



DR. HASSAN ABDULHAQQ

Director of Human Resources, AHRC Nassau

Dr. Hassan Abdulhaqq is the Director of Human Resources overseeing Recruiting, Benefits, Compensation, HR Shared Services, and HR Compliance for AHRC Nassau, a \$175 million not-for-profit organization with over 3000 employees throughout Nassau County. Dr. Abdulhaqq is an accomplished HR Executive with over 25 years extensive experience in filling Clinical, Non-Clinical, Professional, Education, Finance, Technical, Exempt, Non-Exempt and C – Level roles. Hassan has managed start-ups, Fortune 100 companies and mid-size Recruitment Functions leading HR teams as many as 50 professionals.

Dr. Abdulhaqq is a practitioner who also is an adjunct professor for numerous institutions such as NYU, Stony Brook University, Columbia University, University of Phoenix, and a few other academic institutions. His teaching experience primarily focuses on HR & Business-related courses to Doctoral candidates, MBA students and Undergrads throughout the US and abroad. He is a captivating motivational speaker and consultant who travels nationally and internationally to corporations, higher education institutions, and other nonprofit organizations.

Dr. Abdulhaqq's successes have been acknowledged globally as he won a bronze Stevie Award twice for the American Business Award Human Resources Executive of The Year. Long Island Business News named him one of Long Island's 50 Most Influential Men in 2012. Dr. Abdulhaqq is a chairperson of the Veteran Excellence Program.



CAROLE BERG

Associate Executive Director of Personnel & Development, Able2

Carole Berg is the Associate Executive Director of Personnel and Development at Able2 Enhancing Potential, that supports and advocates for people with developmental disabilities by creating opportunities for them to live their best life and be contributors to the community.



AARON BUZZELL

Executive Vice President, Consulting & Sales, Relph Benefit Advisors

Aaron Buzzell has 14 years of employee benefit experience. He works with the Alera Group assigned Benefit Consultants in the execution of their client's strategic plan, along with oversight of entire plan operations and service delivery. He has an Associate in Captive Insurance (ACI) designation from the International Center for Captive Insurance Education (ICIE). He advises employer participants in numerous commercial and proprietary captive programs and is an advisor to self-funded for-profit, not-for-profit, and higher education clients.



CHRISTINA CAUGHLIN

Area Senior Vice President, Nonprofit Practice, Gallagher Benefit Services

Christina Caughlin has over twenty-five years of experience in the employee benefits field. She works closely with her clients to develop strategic solutions that align with organizational goals, culture and employee needs. She specializes in the links between organizational priorities, employee engagement and elevating the Employee Value Proposition. Christina brings a holistic perspective to developing and managing a comprehensive benefits and engagement strategy.



MARY ELLEN DONNELLY, ESQ.

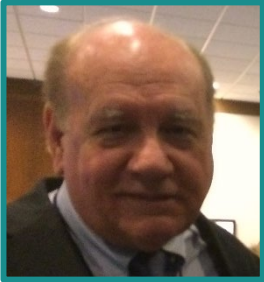
Member, Bond, Schoeneck & King

Mary Ellen Donnelly devotes her practice to the representation of management exclusively in all aspects of labor relations, employment law, and related litigation. She litigates in state and federal courts throughout the country.

She represents management before arbitration tribunals and administrative agencies on the state and federal level, including the United States Equal Employment Opportunity Commission and the New York State Division of Human Rights. She litigates cases before the National Labor Relations Board and has served as spokesperson for management during labor negotiations. Mary Ellen represents employers in higher education, health care, manufacturing, financial services, retail and nonprofit institutions.

In addition to litigation, Mary Ellen frequently counsels clients on a full range of state and federal labor and employment law issues, including hiring and termination, discrimination complaints, sexual harassment, collective bargaining, development and administration of human resource policies and wage and hour compliance. She has lectured on numerous employment law topics, including Title VII, Title IX, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the FLSA, Section 296 of the New York State Executive Law and various aspects of employment discrimination. Mary Ellen has provided training to executives, supervisors and employees on labor and employment law issues.

Prior to joining Bond, Mary Ellen was a partner at Putney, Twombly, Hall & Hirson LLP where she was chair of the firm's labor and employment practice.



GARY DREYFUSS

Senior Vice President of Human Resources, ADAPT Community Network

Gary Dreyfuss is the Senior Vice President of Human Resources for ADAPT Community Network, formerly United Cerebral Palsy of New York City. Gary has been with ADAPT since August 2013 with responsibility for all Human Resources for over 3500 employees in New York City and Long Island. He oversees Payroll, Benefits Administration, Employee and Labor Relations, and HR Administration. Gary is currently the lead negotiator and chief negotiator with 5 different unions.

Gary is a graduate of Seton Hall University with a BA in Psychology and William Paterson University with an MBA degree.

Gary has over 40 years of experience, much of which is in the “for profit” corporate world prior to joining ADAPT. He has held senior level HR positions for several major manufacturing firms and service organizations. Most recently, and for previous 17 years, Gary was the Vice President of Human Resources for Frederick Goldman, Inc., a major manufacturer and distributor of fine jewelry including wedding and engagement rings.

Gary is a member of the Society for Human Resources Management and co-chair of the Human Resources Committee of the InterAgency Council of Developmental Disabilities Agencies, Inc.



ROBERT FLICKER

Regional Vice President, Corporate Synergies

Robert Flicker is a Regional Vice President at Corporate Synergies.



RAESHELL HARRIS

Assistant Director of Human Resources, CP Nassau

Raeshell Harris is the Assistant Director of Human Resources with CP Nassau, a nonprofit organization in Roosevelt, NY. She has 14-years of experience with the company serving in supervisory and management positions prior to her current role. As the Assistant Director, Raeshell is responsible for all aspects of the human resources functions including recruiting, onboarding, training, employee relations, workers compensation, payroll, benefits, safety, and compliance with all applicable federal, state, and local laws.



JULIANNE KRAUSE

Director of Human Resources, The Arc of Erie County

Julianne Krause is Director of Human Resources at The Arc Erie County New York. She has a Bachelor Degree in Business Management and 26 years of Human Resources experience. Prior to joining The Arc Erie County in 2021, she worked for a large health care organization working closely with all areas of HR to ensure employees are treated fairly and equally, and ensuring the agencies business needs are met. The areas of HR that are Julianne's main focus at the

moment are Employees Relations and Staffing.



JULIE KUEPPERS, PhD, FNP, RN

Clinical Review Director, Relph Benefit Advisors

A Family Nurse Practitioner, with prior experience as Director of Chronic Disease Prevention, as the principal investigator in a preventive medicine clinical practice, focusing on implementing and evaluating chronic disease prevention strategies, **Julie Kueppers** helps our clients control costs by critically examining clinical data, holding medical management accountable, and recommending pertinent cost-savings opportunities.



TOM McALVANAH

Executive Director, InterAgency Council of Developmental Disabilities Agencies, Inc. (IAC)

Tom McAlvanah has been the Executive Director of the InterAgency Council of Developmental Disabilities Agencies in New York (IAC) since January of 2017. Mr. McAlvanah provides oversight to a membership organization of nearly 130 members whose missions are to provide education, support, and services to children and adults with intellectual and developmental disabilities.

Under Mr. McAlvanah's leadership, IAC continues to provide advocacy, training, and technical support to its members in New York State since its inception in 1977. Mr. McAlvanah's responsibilities include a direct administrative review of the operations of IAC which includes a bus transportation unit that provides safe and reliable transit for nearly 5,000 people every day to and from their day services programs in the New York City Metropolitan area.

Mr. McAlvanah has been in the field for over 40 years, beginning in a direct support position and progressing through managerial and administrative positions to Executive staff capacities. Most recently, Mr. McAlvanah was the Executive Director of AABR Inc., a \$35M organization serving people with developmental disabilities including autism for 5 1/2 years. Prior to joining AABR Inc., he was employed by Lifespire Inc. for over 33 years where he honed his knowledge and expertise in financial management, personnel, program service delivery, and government relations.

Mr. McAlvanah has served in leadership positions on Boards of Directors including the IAC prior to joining as a staff member. He was President of the Boards of Directors for the New York State Association of Community and Residential Agencies (NYSACRA) and the Bronx Developmental Disabilities Council. He is a Licensed Master of Social Work (LMSW).



STEVEN ORTIZ

Vice President of National Accounts, Mutual of America Financial Group

Steven Ortiz is Vice President of National Accounts at Mutual of America Financial Group. Steven is a fully licensed life, health and general securities registered financial professional. He holds several designations including the Chartered Financial Consultant (ChFC), Chartered Retirement Plan Specialist (CRPS) and Series 7 and 63 Licenses. With over 20 years of experience in the group retirement plan arena, Steven has worked with his team to oversee 401(k) and 403(b) group retirement plans with assets north of \$200 million.

Throughout his tenure as an Account Executive, Steven has cultivated key relationships with likeminded colleagues in the ERISA field. As Vice President of National Accounts at Mutual of America, he brings his decades of financial experience and network resources as a dedicated partner and relationship manager to the American Network of Community Options and Resources (ANCOR) and National Legal Aid and Defenders Association (NLADA).



JOHN RAFFAELE, MSW

Director of Educational Services, National Alliance for Direct Support Professionals

John Raffaele, MSW, is the Director of Educational Services at the National Alliance for Direct Support Professionals (NADSP). John has a Masters of Social Work degree and is a highly experienced group worker, community organizer, educator, and facilitator. John's graduate education is from Yeshiva University in New York City and State University of New York at New Paltz, NY.

His career spans over 30 years and those years have been spent teaching direct support professionals and the people they support. Most of the people with whom he has worked and supported are people with intellectual/developmental disabilities, at-risk youth, and people with chronic and terminal illnesses in home-care settings. Between 2001 and 2012 John worked as a Director of Training and Education for a developmental disabilities service provider in New York and gained notoriety consulting and teaching throughout the United States. John also taught undergraduate and graduate human services classes at The State University at New Paltz, NY and for the City University of New York City.

John founded his own international direct support professional consulting company in 2012 and over the last several years, in contract with the National Alliance for Direct Support Professionals, has developed many exciting and informative training programs and helped propel the NADSP into national/international prominence. John became NADSP's Director of Educational Services in December of 2016. John has educated tens of thousands of people in the NADSP Code of Ethics and Competencies and most recently, the NADSP Informed Decision Making curriculum and Frontline Supervisor Train the Trainer Curriculum.



STEVEN J. RUBINSKY, PhD, CRC

Area Vice President, Nonprofit Practice, Gallagher Benefit Services

After a full career in the field of intellectual and developmental disabilities, **Steve Rubinsky** was recruited by Gallagher Consulting and Insurance Services to expand their large practice in serving the nonprofit sector. Steve works with a team of nonprofit specialists to assist organizations in achieving their goals, especially around areas involving employee retention.

You may be interested to know that Steve was the first co-chair of the IAC Quality Assurance Committee.



MARGARET SUROWKA

Special Counsel, Barclay Damon, LLP

Margaret Surowka is special counsel at Barclay Damon LLP, where she serves as co-leader of the firm's Health Care and Health & Human Services Providers Teams. With over 30 years of legal experience, Margaret's practice includes a wide variety of health care and labor and employment matters, including representing agencies, facilities, and individual providers in compliance matters, licensure, disciplinary, and ethics proceedings as part of her health care practice and counseling and representing employers on employment compliance issues and defends employers before the NYS Division of Human Rights and NYS Department of Labor as part of her labor and employment practice. She has conducted internal investigations and audits relating to sexual harassment and discrimination claims and has worked with employers on diversity, equity, and inclusion policies. Margaret graduated *cum laude* from Albany Law School with her juris doctor, where she was the executive editor for production for the Albany Law Review, and she graduated from Hamilton College with a bachelor of arts.