**2013 FPHRA CONFERENCE AT A GLANCE**

**Title**

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| ***Monday, July 29, 2013 6:00 P.M. – 7:00 P.M. President’s Reception – Location: Legends 1 & 2*** | | | | | | | |
|  | **Monday, July 29, 2013** | **Tuesday, July 30, 2013** | | | | **Wednesday, July 31, 2013** | |
| 7:00 AM | **Registration** | | | | |  | |
| 7:30 AM | **CONTINENTAL BREAKFAST - EXHIBITS OPEN** | | | | |  | |
|  | **General Session**  **Room: St. Augustine D** | **Breakout Session A**  **Room: St. Augustine E** | | | **Breakout Session B**  **Room: St. Augustine F** | **General Session**  **Room: St. Augustine E& F** | |
| 8:00 AM | Welcome  Bonnie Steinberg  FPHRA President | 8:00 AM | Phil Rosenberg  HR Doctor  “Using 'F' words at 8 a.m.” | | Kate Grangard  Gehring Group  “Avoiding the Trails of Tears as you journey through Implementation of PPACA” | 8:30 AM | Breakfast Buffet |
| 8:15 AM | Opening Remarks  Joseph L. Boles, Jr.,  Mayor of St. Augustine | 9:00 AM | Thomas Epsky  "The A,B,C's of R.A.C: What HR needs to know about Reemployment Assistance Hearings and Appeals" | | Lowell Walters  Gray-Robinson P.A.  “Defined Benefits to Defined Contributions” | 9:00 AM | Kristen Allman  Constangy, Brooks & Smith, LLP |
| 8:30 AM | Keynote  Gary Guller  “Make Others Greater” |
| 9:45 AM | Break/Exhibits | 10:00 AM | Break/Exhibits | | Break/Exhibits | 10:30 AM | FPHRA Annual Business Meeting (All members/ attendees) |
| 10:00 AM | William Grob  Ogletree, Deakins, Nash, Smoak & **Stewart**  “Mock Trial” | 10:15 AM | Robert Kilbride  Fox, Wackeen, Dungey, Beard, Bush, Goldman, Kilbride & McCluskey, L.L.P.  “Best Practices in Hiring” | | Steve Rosenthal  The Training Tree  “Developing a Consultant's Eye-Common Issues That Need To Be Addressed When You Are In Control of Human Resources” | 11:45 AM | Grand Prize Drawing  (Must be present) |
| 11:00 AM | David Kornreich  “Legal Updates” | 12:00 PM | Closing Remarks/Adjourn |
| 11:45 AM | Transition/Exhibits | 11:15 AM | Transition/Exhibits | | Transition/Exhibits | **See you next year in**  **Marco Island!** | |
| 12:00 PM | FPHRA Awards Luncheon | 11:30 AM | Lunch on your own | | |  | |
| 1:30 PM | Transition/Exhibits |
| 1:50 PM | David Demers  Marathon Health  “Key Success Factors in Population Health Management” | 1:00 PM | Richard Kaufman  Aon Hewitt  “Health Care Reform and Health Care Strategy” | Elinor Robin  Mediation Training Group  “The 10 Minute Mediator:  10 Things You Can Do To Move People In Conflict From Crisis To Conversation” | |
| 2:30 PM | Barbara Chieves  Converge & Associates Consulting  “Harassment and Bullying in the Workplace” | 2:00 | Amy Garrard  Gray Robinson  “Handbooks, Policies and Procedures, Oh My!” | Jeff Petrone  Willis  “Financial Impact on Retirement” | |
| 3:30 PM | Refreshments/Exhibits | 3:30 PM | Refreshments/Exhibits | | |
| 3:50 PM | Jeff Ling  Evergreen  “HR Metrics” | 3:45 PM | Deborah Brown  Thompson, Sizemore, Gonzalez & Hearing, P.A.  “Keeping the Fired Fired:Tips for making the discharge stick” | | Brian Wolfe  Evergreen  “The Future of Compensation” |
| 5:00 PM | Adjourn | 5:00 PM | Adjourn | | |
| 7:00 PM | 1st time attendee reception (by invitation)  Legends 1 | 6:00 PM | Reception  Legends Ballroom | | |
|  |  | 6:30 PM | Dinner/Dance | | |

TOPIC DESCRIPTION:

* **“Mock Trial” - William Grob**

This mock trial program will present a real-life court case on a FMLA interference claim where you will hear witnesses testify and be cross examined.  At the end of the program, you will get to deliberate and decide whether to find for the plaintiff or the defendant.

* “**Legal Updates**” – **David Kornreich**
* **“Key Success Factors in Population Health Management” - David Demers**

This session will identify the essential elements required to effectively manage the health of your workforce.  The model of care, technology tools, and the process for delivery a successful onsite health benefits program will be discussed.

* **“Avoiding The Cultural “Bumps” - The Culture of Workplace Bullying and Harassment” – Barbara Chieves**

In recent years, we have seen a rise in incidences of workforce bullying and harassment. Bullying can be covert or overt and takes on a wide variety of forms. Workplace bullying, like [childhood](http://en.wikipedia.org/wiki/Childhood) [bullying](http://en.wikipedia.org/wiki/Bullying), has individuals or groups using persistent aggressive or unreasonable behavior against a co-worker or subordinate. This bullying can be [verbal](http://en.wikipedia.org/wiki/Verbal_abuse) or [nonverbal](http://en.wikipedia.org/wiki/Nonverbal); [psychological](http://en.wikipedia.org/wiki/Psychological_abuse) or [physical; abuse](http://en.wikipedia.org/wiki/Physical_abuse) or [humiliation](http://en.wikipedia.org/wiki/Humiliation). While often subtle, bullying or harassment incidents frequently stem from cultural differences. With changing demographics and increased diversity in our organizations; race, ethnicity, language, accents, religion, age and sexual orientation, are often at the root of the bullying.

Human resource professionals are often confronted with situations of a cultural nature that can often prove "sticky" to handle.  Responses to these situations not only affect employee relations and staff morale; but can lead to litigation.  This interactive workshop will explore real life workplace scenarios and their origins, while exploring resolutions

**Jeff Ling**

**Session A**

* **Using 'F' words at 8 AM - Phil Rosenburg**

HR Professionals encounter laws, opportunities and liabilities which often focus around the letter "F."  Examples include laws such as FLSA, FMLA, The Fair Pay Act.  However, of even greater importance to HR's ability to serve the entire organization involve behavior factors such as flexibility and focus on client and colleague service.  This workshop will help attendees re-focus their perspectives about what makes for great HR, and how to be even more valuable in providing service."

* **"The A,B,C's of R.A.C: What HR needs to know about Reemployment Assistance Hearings and Appeals" – Thomas Epsky**
* **“Best Practice in Hiring” - Robert Kilbride**

This will cover applications, interviews, and the Do’s and Don’ts of the hiring process. It will include important info about federal and state laws that affect the hiring process.

* **“Health Care Reform and Health Care Strategy” - Richard Kaugman**
* **“Handbooks, Policies and Procedures, Oh My!”**  **- Amy Garrard**

Every employer seems to have them, but are yours up to date, and could they use some tweaking?  This presentation will highlight recent statutory changes and discuss administrative issues with public employer policies so that you can enforce your policies with courage, knowledge and heart.”

* **“Keeping the Fired Fired:  Tips for Making the Discharge Stick” – Deborah Brown**

Nothing is more frustrating that to terminate an employee for cause, only to have the former employee returned to work by an arbitrator or a civil service board.  We all know that no guarantees exist, but we like to be reasonably sure our actions will be upheld when challenged.  And unfortunately, the “seven steps” can only take us so far.  This session will focus on the various factors that can affect whether discipline is upheld, including the processes used, policy and union contract restrictions that can hinder a case, and how to anticipate and neutralize common issues that can lead to discipline being modified or even overturned completely.  This session will also include tips for building stronger cases, minimizing case weaknesses, and reducing the risk of loss by presenting the most compelling fact pattern available to support the action taken.

**Session B**

* **“Avoiding the Trails of Tears as you journey through Implementation of PPACA**” - **Kate Gragard**
* “**Defined Benefits to Defined Contributions**” - **Lowell Walters**

Discuss the various considerations with converting defined benefit plans to defined contribution

* **“Developing a Consultant's Eye-Common Issues That Need To Be Addressed When You Are In Control of Human Resources” - Steve Rosenthal**
* **The 10 Minute Mediator:  10 Things You Can Do To Move People In Conflict From Crisis To Conversatio**n. – **Elinor Robin**

Discuss 10 strategies you can use to deescalate conflict and keep the peace in the workplace.

* “**Financial Impact on Retirement**” - **Jeff Petrone**

One of the greatest factors affecting American’s financial health and future is retirement security. With the recent changes to the way retirement is funded, more of the burden falls on employees to make wise choices to achieve retirement savings goals.  But this does not exclude the sponsoring employer organization. Without the proper plan design, employees often make poor decisions, leaving them unprepared and increasing liability to the employer offering the plan.

* “**The Future of Compensation**” **- Brian Wolfe**

An overview of Compensation’s present and recent past as well as a look toward the future as the compensation landscape shifts in light of changing fiscal realities and employee expectations. The session will be interactive and participants will be encouraged to share their experiences with changes to compensation dynamics through group discussion.