

2014 FPHRA CONFERENCE AT A GLANCE: Marco Island

SUNDAY July 13, 2014 5:30 1st Time Attendees - Hosted in the Hospitality Suite, By Invitation, followed by the President's Reception 6:30 – 7:30 in the Sunset Terrace South. Drinks and H'orderves will be served.

	Monday, July 14, 2014	Tuesday, July 15, 2014		Wednesday, July 16, 2014	
7:00 AM	Registration				
7:30 AM	CONTINENTAL BREAKFAST - EXHIBITS OPEN				
	General Session Room:	Breakout Session A Room:		Breakout Session B Room:	General Session Room:
8:00 AM	Welcome Vickie Strickland FPHRA President	8:00 AM	Candy Whirley "Bridging the Gap, Managing Genders, Generations & Genetics"	Jacqueline Cosentino FL Dept of Veteran's Affairs "Giving Veteran's their Rights"	8:30 AM Breakfast Buffet
		9:00-9:10	Transition	Transition	
8:15 AM	Opening Remarks City Manager Roger Hernstadt Marco Island	9:10 AM	Hon. Thomas Epsy State of Florida Reemployment Assistance Appeals Commission "Employee Misconduct vs. Poor Performance, What You Need to Prove a Reemployment Assistance Case "	Diane Harris FL Dept of Children and Family Services "Level II Background Checks and what you need to know"	9:00 AM William Grob & Dee Anna Hays Ogletree, Deakins, Nash, Smoak, & Stewart, P.A. "Facebooking Employees may be LinkedIn to Liability for Employers"
8:30 AM	Keynote Candy Whirley "It Takes 4 to Tango"				
10:00 AM	Break/Exhibits	10:15 - 10:30 AM	Break/Exhibits	Break/Exhibits	10:30 AM FPHRA Annual Business Meeting (All members/ attendees)
10:15 AM	The Game of HR Jeopardy Team Jeopardy Who will be the winning HR Team? Test your Knowledge, and win a prize	10:30 AM	Michael Mattimore Managing Partner Allen, Norton & Blue "Unravel the ADA, AAA mystery"	Kate Grangard, CFO Gehring Group "PPACA – What Employers need to Know NOW"	11:45 AM Grand Prize Drawing (Must be present)
					12:00 PM Closing Remarks/Adjourn
11:45 AM	Transition/Exhibits	11:40 AM	Transition/Exhibits	Transition/Exhibits	See you next year in Ft. Lauderdale!
12:00 PM	FPHRA Awards Luncheon	12:00 PM	Lunch on Your Own		
1:30 PM	Gehring Group & Ben Conley Seyfarth Shaw LLP "HIPAA Privacy and Security Compliance"	1:10 PM	Heather Lueke Smith, P.A. "Stop Snitchin': An HR Professional's Guide to Whistleblower and Retaliation Law."	Barbara Cheives, Pres. Converge & Associates Consulting "The Culture on Customer Service"	
		2:15-2:20	Transition	Transition	
2:45 PM	THE FPHRA WEB Where Do I Find That? I can do that? Email/Resources/Forms Do much more..... Tom Masters, Evergreen Solutions	2:20 PM	Phil Rosenberg The HR Doctor "Onboarding and Orientation, Two big "O"s"	Jeff Mandel Fisher & Phillips, LLP "Telecommuting & Electronic Signatures"	
3:30 PM	Break & Refreshments/Exhibits	3:30-3:55	Break & Refreshments/Exhibits/Raffles		
3:45 PM	Jeff Ling, Executive VP Evergreen Solutions "Aligning HR as a Strategic Partner"	4:00 PM	Jeff Petrone Sageview Advisory Group & Mike Meredith Willis "Retirement Avenues using 125 funding"	Richard Kaufman Aon Hewitt "Health Care Strategy and the Exchange"	
5:00 PM	Adjourn	5:15 PM	Adjourn		
		6:30 PM	Beach Dinner Party Sunset Terrace South Comfy Beach Attire & Flip Flops a must		

TOPIC DESCRIPTION:

“It Takes 4 to Tango” – Candy Whirley

Candy will take you through a brilliant exploration of behavioral styles that will make you think, laugh, even dance... and recognize your true self and others. You'll also learn to overcome personality differences that lead to problems like communication breakdown, negotiation letdown, and delegation fall-down by learning the secrets to connecting and partnering with other personality styles.

“HIPAA Privacy and Security Compliance” – Ben Conley & Gehring Group

“We aren't in the health care business, so why do we need to know about HIPAA Privacy Compliance?” After this presentation, you will know why and what you need to do for you and your employer to be compliant and the do's and don'ts of HIPAA.

“The FPHRA Web...” – Tom Masters

The FPHRA website will have a fresh new look and with that, new areas of interest. How to get questions answered and see what members are doing. Look at the conference information of past and see what regional events you can attend.

“Aligning HR as a Strategic Partner” – Jeff Ling

Over the last decade, the role of HR has transformed from gatekeeper to strategic partner in many private organizations. The change in status not only increased HR's role in the success of the organization, but created opportunities to improve the alignment of people and processes. Today, greater numbers of public organizations are considering how best to implement this transition. This session will explore the structure, capability, and interaction changes necessary to be prepared for these important changes. Attendees will leave the session with not only a solid understanding of the paths to change, but a check list to facilitate this move in their own organization.

“Bridging the Gap, Managing Genders, Generations & Genetics” – Candy Whirley

This presentation will enable participants to recruit and manage top candidates by learning the differences between generations X, Y, Boomers, and Matures, and their work habits and goals. Candy will also share her knowledge of gender differences in order to help participants understand that there is truly a difference in communication and conflict management.

“Giving Veteran's their Rights” – Jacqueline Cosentino

Knowing and understanding the changing rules and laws regarding veteran's rights and how to apply those rights in the workplace. If you are not up on Veteran's rights, you will have an understanding and know what to implement.

“Employee Misconduct vs. Poor Performance, What You Need to Prove a Reemployment Assistance Case” – Honorable Thomas Epsky

Do you know how your unemployment costs are being charged to your employer? Do you wish you knew the secrets to winning that reemployment hearing? Well, if you want to uncover these mysteries and much more, come listen to an insider's trade secrets....

“Level II Background Checks” – Diane Harris

Are Level II background checks necessary? Do we need to do them every year? Who gets them and who doesn't? Are these questions some of the ones that run through your organization when it comes to background checks? If so, you need to listen to this presentation so you will know the answers.

“Unravel the ADA/AAA Mystery” – Michael Mattimore

Do reasonable accommodations have you rethinking what is essential or not? Have you updated your job descriptions and your policies to allow your employees to request a reasonable accommodation? Do you know the difference between having the employee tell you they are disabled or viewing someone as disabled?

“PPACA – What Employers need to know NOW” – Kate Grangard

Does healthcare reform have your head spinning? Kate will break down what you need to concentrate on right now and what you expect for the future.

“Stop Snitchin’: The HR Professional’s Guide to Whistleblower and Retaliation law– Heather Lueke Smith

Whistleblower and retaliation law is one of the stickiest issues facing HR Professionals. This presentation will give you a comprehensive look at both the Federal Codes and State Statutes on whistleblowers and retaliation. It will help you answer the common questions: “What makes someone a whistleblower?” “Which actions constitute retaliation?”

“The Culture on Customer Service” – Barbara Cheives

Excellent customer service is made, not born. More than what you say or do, it means meeting the customers expectations. Those expectations are often based in culture. For your organization to excel at service, it is imperative that you work to gratify the internal as well as the external customer.

“Onboarding and Orientation, Two big “O”s” – Phil Rosenberg

Finding and keeping talent in your organization has become a business. With choices starting to open for candidates again, it should be every organizations focus to be new employees are well cared for. How personal is your process and more importantly, how effective is it?

“Telecommuting & Electronic Signatures” – Jeff Mandel

Have you given thought to employees doing work from home? The work environment has changed with the advancements of technology and the ability to access information. What are the risks and rewards with telecommuting? Are documents really acceptable with electronic signatures? Are they as good as the paper they are not written on?

“Retirement Avenues using 125 Funding” – Jeff Petrone and Mike Meredith

As the nation’s new healthcare system continues to evolve, employers are presented with new challenges and opportunities brought on by a trend toward defined contribution plans from defined benefit plans. This migration has already affected the retirement plan industry and is beginning to take hold within healthcare. This session will explore the opportunities of the defined contribution approach within both healthcare and retirement plans. Experts from Willis and SageView will discuss how organizations have already started to take advantage of Section 125 plans on a defined contribution basis. Find out how FL municipalities can help employees meet healthcare and retirement planning needs while becoming more effective at managing rapidly escalating costs. Learn about private exchanges as a tool for implementing defined contribution plans along with the pros and cons inherent with this approach.

“Facebooking Employees many be LinkedIn to Liability for Employers” – William Grob and Dee Anna Hays

This presentation provides a “status update” regarding the impact of social media on employment law issues, including how public employers should address misconduct revealed through the constantly updating world of social media. We will examine scenarios from recent cases addressing when employment decisions may be taken based on social media activity, new confidentiality issues, and how social media postings can directly affect litigation. LOL. We will also survey the National Labor Relations Board’s continued undue scrutiny in the social media arena and discuss how policies should be drafted to avoid getting tagged. TMI? Keep in mind, you are what you Tweet.