

# 17<sup>th</sup> Annual WHRA Conference

Thursday, May 21, 2015

Saint Vincent College, Fred Rogers Center

## & Pre Conference Networking Social

Wednesday, May 20, 2015

Giannilli's II, Greensburg PA

**Registration Deadline: May 11, 2015**

\$100 WHRA/Affiliate Organization Members

\$125 Prospective Members

\$30 Full Time Students

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

WHRA Affiliate Organization: \_\_\_\_\_

Attending Networking Social and Conference

ONLY attending Networking Social (\$10)

ONLY attending Conference

Pending Approval for 5.25 HR Certification Institute Recertification Credits (If approved, must be present for all education sessions to receive full credit).  I will need a certificate.

Assistance for persons with disabilities: Saint Vincent College is accessible for persons with disabilities. Please check the box below if you will require assistance at the conference.

I will require assistance while attending

**\* PLEASE SUBMIT A REGISTRATION FORM FOR EACH PERSON ATTENDING \***

REGISTER AND PAY ONLINE AT [www.whra.org](http://www.whra.org)

Or mail form and payment to:

WHRA

314 Cleveland Street

Kittanning, PA 16201

Make all checks payable to: Westmoreland Human Resources Association

For questions: Contact 724-961-6322 or [info@whra.org](mailto:info@whra.org)



314 Cleveland Street  
Kittanning, PA 16201



# 17<sup>TH</sup> Annual Conference Expo & Social

May 21, 2015

Saint Vincent College  
Fred Rogers Center  
Latrobe, Pennsylvania

**\*NEW THIS YEAR\***  
**NETWORKING SOCIAL**

The mission of the Westmoreland Human Resources Association (WHRA) is to provide human resource professionals with opportunities to become educated, to receive informational updates, and to network.

### **SCHEDULE**

- 8:00a Registration & Breakfast
- 8:30a Kickoff Speakers
- 9:30a Breakout Session 1
- 10:30a Visit with Vendors/Break
- 10:45a Breakout Session 2
- 11:45a Visit with Vendors/ Lunch/  
A word from our President
- 1:00p Keynote Speaker
- 2:15p Visit with Vendors/Break
- 2:30p Breakout Session 3
- 3:30p Closing Remarks, HR  
Professional of the Year, Prizes

**Register  
by May 8  
2015**

**Register  
and Pay  
Online!**

## ***Breakout Session 1***

**Abrasive Leaders**  
*Bonnie Artman Fox*  
A Conscious Choice

**Healthcare Reform**  
*Kris Geary*  
Keystone Benefits

**Compliance**  
*Aaron Cotter*  
Justifacts

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## ***Breakout Session 2***

### **Social Media Internet Intervention**

*Chris Davis & Scott Catron*  
Weber Gallagher

**Changes in Benefits**  
*Gus Georgiabis*  
Arthur J. Gallagher

**Motivate for Top Performance**  
*Eric Guy*  
Predictive Synergistic Systems

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## ***Breakout Session 3***

### **Farm to Table: Integrating Wellness into your Organization**

*Erin Hart*  
American Healthcare

**Eliminate HRS**  
*Catherine Giunta*  
Seton Hill University

**Operational Excellence**  
*Michael Urick*  
St. Vincent College

## ***Kickoff Speakers***

*Albert S. Lee, Esq. and Kate Koop, Esq.*

### **Employment Law 2015- What Every Employer and HR Professional Needs to Know About the Latest Developments in Employment and Labor Law**

The past year has seen some significant changes in the employment and labor law landscape that have a direct impact on employers and their HR professionals. Kate Koop and Albert Lee, shareholders and employment/labor attorneys with Tucker Arensberg, P.C., will lead a fast-paced, legalese-free and interactive discussion of these developments, which include: • United States and Pennsylvania Supreme Courts' rulings regarding same-sex marriages that create new obligations and challenges for employers; • New rules and decisions from The National Labor Relations Board that dramatically affect both union and non-unionized employers; and • New enforcement guidelines from the EEOC directed at the Pregnancy Discrimination Act and a pending U.S. Supreme Court case that could increase an employer's obligations to employees who become pregnant and are unable to perform their job duties. (Young v. UPS).

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## ***Keynote Speaker***

*Eric Kulikowski*

### **Why Should They Change: Steps to Anticipate and Overcome the Resistance to Change**

Change is present and it is a constant. Over 85% of companies today report they are working on moderate to significant change initiatives. Amazingly, nearly 80% of those change initiatives will fail to meet their defined objectives. The discriminating difference between success and failure with process, technology or culture change comes down to the level and quality of leadership engagement. Yes ... leadership engagement. To transition from vision to visible results, engaging leaders take the steps required to ensure team members understand why the change is necessary, how it will impact the company and employees, and what will and won't be done to make the change successful. They also ensure the team members' inputs, opinions and concerns are heard and considered. By leading from the WHY and the HOW, leaders can avoid the ambiguity that enables employee resistance. One can affect change regardless of where they sit in the organization. It doesn't all have to come from the executives. Engaging leaders help employees grasp why they should care because knowing WHY makes all the difference. And this discussion will explore a four-element model to make that possible.

**\*NEW THIS YEAR\***

# Pre Conference Networking Social

Wednesday, May 20, 2015

## Giannilli's II

4816 U.S. 30, Greensburg, PA 15601

6pm-8pm



Start off the conference with our social!  
Come network with other HR professionals!

**FREE** for all conference attendees.

Enjoy food and drinks!



Can't make the conference? No Problem! The social is open to all HR Professionals. Cost is \$10 for non-conference attendees.

# “SPRING INTO CHANGE”

## Breakout Session 1 Topics

### **Bonnie Artman Fox** “Abrasive Leaders”

As an HR Professional more than likely you have received complaints about leaders with an overly aggressive management style. In this program you will: Identify the psychological forces that make intervention with abrasive leaders challenging, Differentiate between bullying and abrasive behaviors, Identify U.S. states working on legislation against workplace bullying, Establish a plan to intervene with abrasive leaders to develop interpersonal competence in line with your organization's behavioral expectations for respectful conduct, Intervene calmly, confidently, and prepared to deal with the counterattack from abrasive leader.

### **Kris Geary** “Healthcare Reform”

In this presentation, topics covered will be: Controlled group determination, Determination of large employer status, Do I get a delayed start date for PPACA compliance?, Are we covering substantially all employees?, Is our plan affordable?, Does our plan meet the minimum value requirements?, Analysis of the potential penalties under 4980(H)(a) and 490(H)(b)

### **Aaron Cotter** “Compliance”

Human Resources professionals play a wide variety of roles within an organization. The following hiring topics will be covered: FCRA Lawsuits Use of Credit Reports Ban the Box Adverse Action Process State-specific Laws & Regulations Employer Liability, and more.

## Breakout Session 2 Topics

### **Chris Davis & Scott Catron** “Social Media Internet Intervention”

This presentation is about the effective use of social media and Internet investigations in worker compensation and general liability settings.

### **Gus Georgiadis** “Changes in Benefits”

Discussion on the current state of the Health and Welfare benefits market and which factors are changing the landscape. Attendees will learn how the effective use of employee accountability models can help improve employee health and productivity and improve the organization's bottom line.

### **Eric Guy** “Motivate for Top Performance”

Attendees will: Explore the psychometrics and analytics that provide objective data on creating the best person-job-fit, Describe how to align individual and team performance to achieve optimal organizational effectiveness, Explain how to better motivate, lead and utilize your staff.

## Breakout Session 3 Topics

### **Erin Hart** *Farm to Table: Integrating Wellness into your Organization*

Farm to Table Pittsburgh introduces consumers to the foundation of healthy eating habits. Presentation would cover introduction to local food movement, CSAs, Farmers Markets, Cooking at Home, local agriculture resources.

### **Catherine Giunta** “Why Do They Think They Can Eliminate HR?”

As companies continue to closely watch their costs, and re-evaluate ROI of every action, HR departments can find their worth and very existence being questioned by other senior managers. This presentation will present the current situation of HR being valued and de-valued

### **Michael Urick** “Operational Excellence”

Operational Excellence (OE) is a misunderstood topic in the workplace. Some individuals understand OE to be the same as “lean” initiatives and believe that its principles can only be applied on manufacturing shop-floor environments. This presentation will provide specific examples of OE tools and suggest how HR professionals can implement them.