

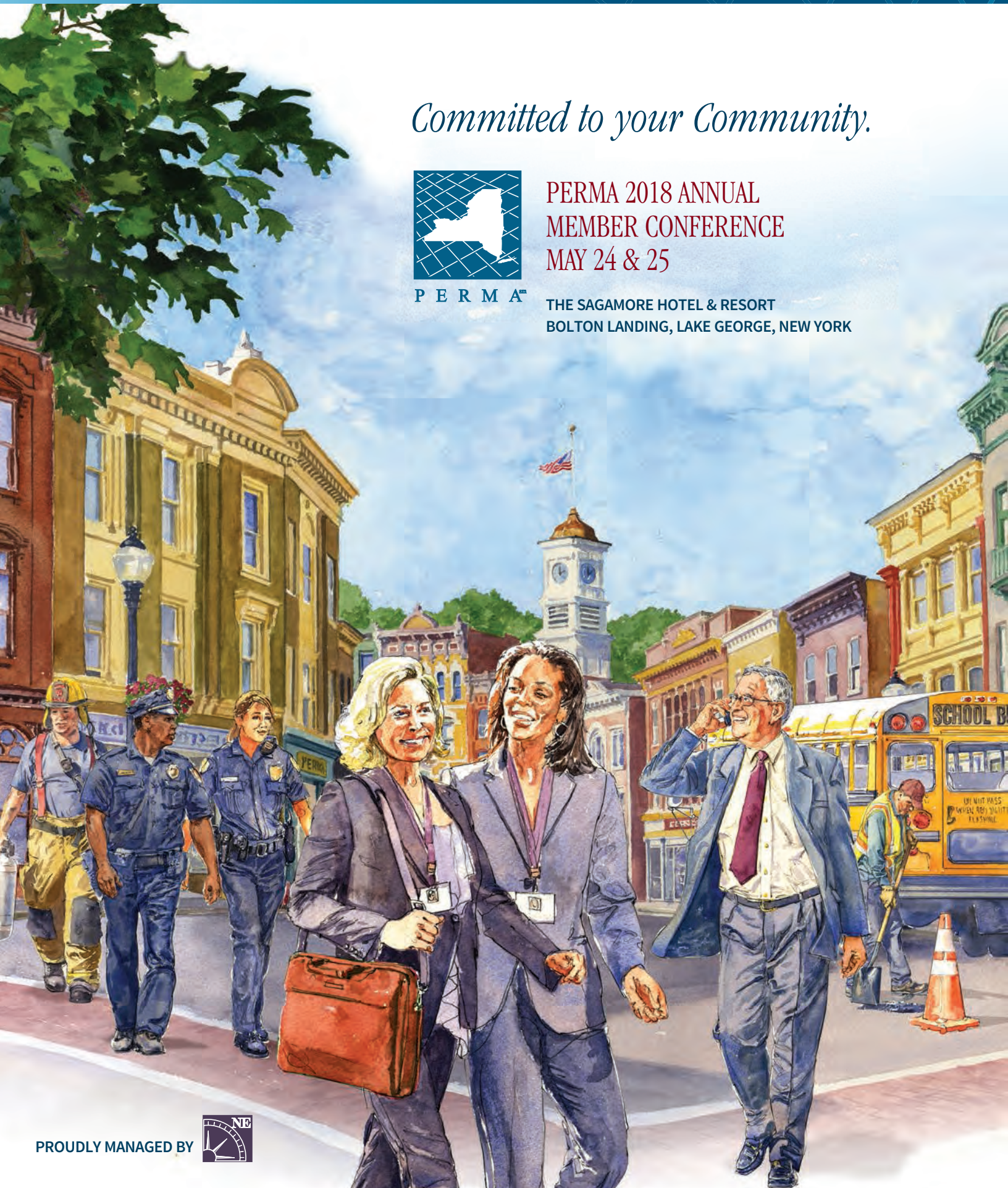
*Committed to your Community.*



P E R M A<sup>®</sup>

PERMA 2018 ANNUAL  
MEMBER CONFERENCE  
MAY 24 & 25

THE SAGAMORE HOTEL & RESORT  
BOLTON LANDING, LAKE GEORGE, NEW YORK



PROUDLY MANAGED BY



**REGISTRATION** Please return the enclosed Registration form to PERMA. We will make your hotel reservations for you, and more accommodation information is located on the back of the Registration form. If you can't stay overnight, you can still join us for the workshops and lunch - just check "Day Guest" when filling out your registration form.

## AGENDA

All functions will be held in the *Sagamore Conference Center* unless otherwise noted.

### THURSDAY – MAY 24

8:30 AM – 2:00 PM	Conference Registration
8:30 – 9:30 AM	Breakfast Buffet
9:30 – 10:20 AM	Workshop Session I
10:30 – 11:20 AM	Workshop Session II
11:30 AM – 12:30 PM	North Central Region Member Chapter Meeting
11:30 AM – 1:00 PM	Lunch Buffet <i>Event Center</i>
11:00 AM – 1:00 PM	PERMA Safety and Wellness Fair <i>Event Center</i>
1:15 – 2:30 PM	Keynote Speaker
2:40 – 3:30 PM	Workshop Session III
3:30 – 3:45 PM	Break
3:45 – 4:30 PM	Workshop Session IV
4:30 – 6:00 PM	Free Time
6:00 – 7:00 PM	Cocktails
7:00 – 8:30 PM	Dinner
8:30 – 9:15 PM	PERMA Awards Presentation
9:15 – 11:00 PM	Evening Event

### FRIDAY – MAY 25

8:00 – 9:00 AM	Breakfast Buffet
8:30 – 9:00 AM	Annual Member Meeting
9:00 – 11:00 AM	Keynote Speaker
11:30 AM – 1:00 PM	Lunch Buffet & Raffle Drawing

## KEYNOTE SPEAKERS

### THURSDAY

*To Be Announced*

### FRIDAY

*The Energized Approach*



#### **MICHAEL MELNICK, WORKPLACE SAFETY AND PRODUCTIVITY EXPERT**

Michael Melnick is an occupational therapist with a Master's degree in exercise physiology. He is the president and owner of Prevention Plus, Inc. and The Energized Approach. Over the last 25 years he has delivered his "energized" message to more than a half million participants throughout the U.S. and around world – including to

PERMA members at the 2016 Fall Educational Conference!

Melnick has created a variety of award-winning DVDs that are in use by numerous Fortune 1000 companies. Some of his clients include Best Buy, Wells Fargo, Pacific Gas and Electric, Chevron Texaco, The Home Depot, General Mills, Wal-Mart and many others. His goal is to work with organizations and individuals that have a desire to grow and change... and that want to enjoy the process of making it happen.

### North Central Region Member Chapter Meeting and Lunch

A lunch meeting will be held for the members of the pilot member chapter at 11:30 AM – 12:30 PM in Abenia B. All members from Herkimer, Jefferson, Madison, Oneida, and Onondaga Counties are encouraged to attend.

PERMA's North Central Region member pilot chapter is off and running to a fantastic start! The group has held three meetings with dialogue focused on the benefits of sharing ideas and resources, and taking advantage of the services that PERMA, as an advocate and partner, can provide. The chapter is led by Damian M. Ulatowski, Supervisor of the Town of Clay, and he is assisted by Judy Rios, executive assistant.

### PERMA Safety & Wellness in the Workplace Fair

The Safety and Wellness Fair is practically doubled in size for 2018! It's so big we had to move it to the Event Center, down the hill from the Conference Center. Join us for situation simulations, large equipment demonstrations, as well as all of the wellness information and services you are used to getting. We will also be serving lunch in the Event Center to allow easy access to the Fair.

### Casino Night & Evening Entertainment

Play our casino tables with free "money," converse with friendly and knowledgeable croupiers, and collect tickets to win fabulous raffle prizes! And as in previous years, we will have at least one band keeping the evening moving!

### Guest Options

The Sagamore offers an unmatched variety of activities to occupy conference attendees' leisure time. Active pursuits include: tennis, a full complement of waterfront activities, and a fitness center complete with state-of-the-art equipment and daily exercise classes. Also on offer is croquet on the Teardrop Lawn, a nature trail located conveniently near the Lodges, daily sightseeing cruises on The Morgan, and an exclusive spa and salon.

Make sure to check out the Sagamore's indoor and outdoor pools, followed by a luxurious soak in the Jacuzzi.

### Questions?

**Contact the Member Services Department at**  
[memberservices@neami.com](mailto:memberservices@neami.com) or  
(888) 737-6269, ext. 22188

**PERMA'S MISSION** The Public Employer Risk Management Association, PERMA, is a non-profit membership organization that provides quality-driven workers' compensation coverage to New York State public entities. PERMA's mission is to improve workplace safety, promote wellness and provide excellent care for injured employees, helping them to return to work as safely as possible.

# THURSDAY WORKSHOPS

## SESSION I

### *Developing Strategies for Community Engagement*

**PRESENTERS:** SEAN CASEY, SENIOR VICE PRESIDENT, ERIC MOWER & ASSOCIATES, AND BRENDAN KENNEDY, SENIOR COUNSELOR, ERIC MOWER & ASSOCIATES

Community engagement campaigns can be an important tool for municipalities when looking to connect with residents and stakeholders. Open houses, town hall meetings, focus groups and community workshops are all tactics that can help ensure that residents play a part in the process to shape planning and development. But what should you know before embarking on a campaign? There are pitfalls nestled among the opportunities. In this session, public relations professionals Sean Casey and Brendan Kennedy will discuss these topics and explore best practices for community outreach.

### *New York State Paid Family Leave*

**PRESENTERS:** DANIEL COLACINO, VICE PRESIDENT, ROSE & KIERNAN, AND SHAUNA WALDIN, DIRECTOR OF COMPLIANCE & WELLNESS, ROSE & KIERNAN, INC.

Effective on January 1, 2018, New York State private employers of all sizes were required to implement the State's new Paid Family Leave Program (PFL). Public sector employers, although not mandated to provide a PFL benefit, can voluntarily opt into PFL under certain conditions. Not every requirement mirrors the requirements of private sector employers so it's important to know how your organization is to proceed. This presentation will provide an overview of the final regulations and detail how employers will work in conjunction with their disability carriers to administer this policy. The PFL will also be reviewed alongside the Family Medical Leave Act (FMLA) and existing leave policies, providing tips and tools for best-practice implementation.

## SESSION II

### *The Compensability Life Cycle of a Claim – Part I*

**PRESENTERS:** PAUL SWEENEY, PARTNER, COUGHLIN & GERHART LLP, AND LARS P. MEAD, PARTNER, COUGHLIN & GERHART LLP

Understanding how a claim progresses from injury to settlement is essential for anyone who deals with workers' compensation in the municipal arena. In Part I of this session, attorneys Paul Sweeney and Lars Mead will provide a broad overview of workers' comp law, and then step back to examine the steps in the life of a claim including: injury reporting, investigation, claim review, independent medical exams (IME), denials and controversion, permanency, scheduled loss of use (SLU) awards, permanent partial disability (PPD) classification and caps, settlement, trials, and appeals.

### *Managing Diversity in the Workplace*

**PRESENTER:** GAIL HAMEL, FOUNDER, HAMEL RESOURCES, LLC

Gaining increased awareness of diversity, as well as learning to value inclusion, are key concepts to functioning in the 21st century workplace. Session attendees will learn changing viewpoints on diversity and how to apply employee engagement practices to acknowledging diversity. Attendees will also learn how to handle conflict in the workplace that stems from hidden bias, using the platinum rule (do unto others as they would want done to them) instead of the golden rule, and current demographic trends that demonstrate the reality of diversity.

## SESSION III

### *The Compensability Life Cycle of a Claim – Part II*

**PRESENTERS:** PAUL SWEENEY, PARTNER, COUGHLIN & GERHART LLP, AND LARS P. MEAD, PARTNER, COUGHLIN & GERHART LLP

The second part of the compensability workshop will discuss the finer points of labor law and how they can impact a claim, including an understanding of General Municipal Law 207-a and -c, and leaves of absence under Civil Service Law. The presenters will also provide an overview of discrimination prevention laws, such as the American Disability Act and the New York State Human Rights Law. The session will close with an overview of disability retirement, and how new presumption laws can effect it.

### *Community Surveys: Creation, Distribution, and Effectiveness Measurement*

**PRESENTERS:** SEAN CASEY, SENIOR VICE PRESIDENT, ERIC MOWER & ASSOCIATES, AND BRENDAN KENNEDY, SENIOR COUNSELOR, ERIC MOWER & ASSOCIATES

How effective are surveys for municipalities? Municipal governments often poll residents regarding community initiatives -- What do people think about changes to a neighborhood? What are the priorities for new infrastructure spending? How should the local government invest in emergency equipment or greenhouse gas reduction? -- These are the types of issues that are well-suited for online discussion and debate. But are you willing to follow through on the results if they are not what you expected? This session will help you understand the best ways to solicit opinions from the public, and what to do once you have them.

## SESSION IV

### *The 2019 VFF Cancer Benefit Law*

**PRESENTER:** JOHN HANSON, CONSULTANT, WILLIS TOWERS WATSON

The New York State Volunteer Firefighter Enhanced Cancer Disability Benefits Act, passed in 2017 and effective January 1, 2019, acknowledges the long-term health dangers volunteer firefighters put themselves in when serving their communities. The Act provides for defined monetary benefits should a firefighter be diagnosed with certain cancers, and requires that their fire company provide a new type of disability insurance to pay for the benefits. Attendees at the session will learn all about the new law and receive guidance on how to implement it within their organization.

### *Conflict Negotiation in the Workplace*

**PRESENTER:** MERCI MIGLINO, TRAINER, CAPITAL DISTRICT EMPLOYEES ASSISTANCE PROGRAM

In this training, participants will learn how to reverse a negative communication climate and more effectively set a positive communication climate with others. Attendees will learn how to avoid conflict-generating statements and actions and how to take responsibility for management conflict, including pinpointing the seven causes of conflict. Finally, participants will utilize all five conflict management styles to practice self-mediating conflict.



P E R M A

**PUBLIC EMPLOYER RISK MANAGEMENT ASSOCIATION, INC.**

**P.O. BOX 12250, ALBANY, NY 12212-2250**

Dear PERMA member:

On behalf of the PERMA Board of Directors, I am honored to invite you to attend the 2018 PERMA Annual Conference and membership meeting at the Sagamore Resort on Lake George. The dates for this year's conference are May 24 and 25, 2018.

Under its bylaws, PERMA must meet annually with its members to conduct the official business of the organization. We take this meeting as an opportunity to provide a wide range of educational opportunities designed to help our members mitigate risk and provide a safe workplace. PERMA's conference is unique, informative, and part of the value of being in the program.

Each PERMA member receives one complimentary registration, including an overnight hotel stay and four meals.

Thursday's daytime agenda includes the aforementioned educational workshops together with our popular Safety and Wellness Fair. New this year is an extended Thursday schedule, including a keynote presentation and the debut of a vastly expanded Safety and Wellness Fair at the Sagamore Event Center. The Fair allows members the opportunity to receive various health assessments, try a massage or acupuncture, and view the latest advances in safety training and equipment. Thursday evening is reserved for the annual banquet and awards ceremony followed by live entertainment and casino games.

Friday morning consists of the business meeting followed by keynote speaker Michael Melnick, an exercise physiologist who scored rave reviews for his energizing presentation at the PERMA 2016 Fall Educational Conference.

There will be ample opportunity to network among your peers and enjoy all the offerings of the Sagamore and the surrounding Adirondacks!

Please join us on May 24 and 25 in Bolton Landing!

Sincerely,

Jeff Van Dyk  
Executive Director

The historic Sagamore Hotel is situated in the unspoiled Adirondack Mountains, on its own 72-acre island on beautiful Lake George in Bolton Landing, New York. This year-round paradise includes a Donald Ross championship Golf Course and European-style Spa.

**CHECK OUT ALL THE CONFERENCE  
UPDATES ON OUR FACEBOOK PAGE –  
PERMAANNUALCONFERENCE –  
OR AT [WWW.PERMA.ORG](http://WWW.PERMA.ORG)**

