

2016 ANNUAL CONFERENCE • MAY 26 & 27

“Come Together!”

COLLECTIVELY MANAGING
WORKERS' COMP

(with a little help from your friends at PERMA)



P E R M ASM

*The Sagamore Hotel & Resort
Bolton Landing
Lake George, New York*

PROUDLY MANAGED BY



Agenda

All functions will be held in the Sagamore Conference Center.

THURSDAY – MAY 26

10:00 AM	Conference Registration
10:00 – 11:00 AM	Morning Session
11:00 – 1:00 PM	Buffet Lunch
11:00 – 3:00 PM	PERMA Safety & Wellness Fair
1:00 – 2:00 PM	Afternoon Session I
2:10 – 3:10 PM	Afternoon Session II
3:10 – 3:30 PM	Break
3:30 – 4:30 PM	Afternoon Session III
4:30 – 6:00 PM	Free Time
6:00 – 7:00 PM	Cocktails
7:00 – 8:30 PM	Dinner
8:30 – 9:15 PM	Risk Management Awards Presentation
9:15 – 11:00 PM	Evening Event

FRIDAY – MAY 27

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 & Raffle Drawing

Thursday Morning

10:00 – 11:00 AM

“Do You Want to Know a Secret?” Tips About Reducing Workers’ Comp Fraud

Presenter: *Audrey Cunningham, Deputy Fraud Inspector General*

Learn about reducing workers’ compensation costs by spotting fraud and by acting to improve the efficiency and effectiveness of the workers’ compensation system. More information about this important session will be released in the next few weeks.

“What You’re Doing” Loss Control Roundtable

Presenters: *Debbie Stickle, Director of Data Analytics, NEAMI*

An informative, interactive session where loss activity data will be presented and the member-led PERMA Safety Council will provide insight into what municipalities might do with this information: employee training to request; policy and/or procedural changes; equipment purchases. Hear directly from fellow members, and share your own experiences, on how using the right information/data can improve overall loss experience and create a safer work environment.

PERMA Safety & Wellness in the Workplace Fair

Stop by the Safety and Wellness Fair and learn how to reduce absenteeism and boost productivity in your workplace by keeping employees safe and helping them stay healthy.

Evening Entertainment & Casino Night

Like last year, the band will be grooving with the dance floor open for all the swinging cats and chicks to get their kicks. And you can play our casino tables with free “money,” converse with friendly and knowledgeable croupiers, and collect tickets to win fabulous raffle prizes!

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 and a nature trail located conveniently near the Lodges.

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

PLEASE RETURN the enclosed
Registration Form to PERMA.

Friday Morning

9:00 AM – 11:00 AM

Keynote Speaker The 5 Best Decisions the Beatles Ever Made... and Why You Should Make Them Too!

Presenter: *Bill Stainton*

Business the Beatles’ way? Why not? We’ve learned the success secrets of everybody from Bart Simpson to Attila the Hun. So why not take a few tips from four of the most successful people in modern history? Beatle expert Bill Stainton says their success wasn’t just a fortunate mix of genius and luck – it was a function of conscious decisions.

This presentation focuses on five of those decisions – The 5 Best Decisions the Beatles Ever Made – covering areas from leadership to teamwork to managing change. So get ready to laugh, get ready to play, and get ready to learn. Here come the Beatles!

Can’t stay overnight?

Join us for the workshops and lunch! Check “Day Guest”
when filling out your Registration Form.

Thursday Afternoon

Session 1

"I'm so Tired"

Healthy Beginnings – Sleep from A to Zzzzzz

Presenter: *Diane Hart, President, National Association for Health and Fitness, and CEO/Founder, Hart to Heart Fitness*

Sleep is a basic necessity of life; as important as air, food and water. Getting the proper amount of sleep may determine if we wake up feeling refreshed, while sleep deprivation may compromise our job productivity, relationships, health, safety and more. This seminar will cover general information and myths about sleep as well as how sleep affects your health and fitness goals. Audiences will leave with practical, healthy sleep tips and relaxation techniques that can be used to get a better night's sleep, tonight. The class will help participants discover how sleep works and recognize the symptoms and consequences of sleep deprivation. They will gain an understanding of the factors that can disrupt sleep, including sleep disorders and gain practical tips for sleeping well.

"Magical Mystery Tour"

Moving from Cybersecurity Compliance to Confidence

Presenter: *Steven Spano, President and COO, Center for Internet Security*

Persistent cybersecurity challenges continue to plague organizations of all sizes in all sectors – from workforce development and training of users, executives, and IT/Cyber professionals to developing and executing the fundamentals of a sound security strategy. Steve Spano, president and COO of the Center for Internet Security (CIS) will provide an overview of the top challenges facing public and private organizations. You will learn the best practices organizations can adopt to improve their cybersecurity postures.



Session 2

"Lucy In The Sky With Diamonds"

Drug & Alcohol Testing in the Workplace – What HR Needs to Know

Presenter: *Ronni Travers, SPHR, President, Public Sector HR Consultants, LLC*

This workshop is designed to assist HR professionals in developing and implementing drug and alcohol testing policies in the workplace. This seminar will discuss testing requirements under federal requirements as well as things to consider when implementing policies for non-CDL staff. Topics will include an overview of the testing requirements, and understanding of what "reasonable suspicion" means and how it differs from other testing, knowing the warning signs of both alcohol and drug abuse, approaching employees suspected of drug or alcohol abuse and documenting observed behavior.

This program has been approved for 1 (HR (General)) recertification credit hour toward GPHR, HRBP, HRMP, PHR and SPHR recertification through the HR Certification Institute.



**The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

"Twist And Shout"

Back Injuries from a Physician's Perspective

Presenter: *Warren Silverman, MD FACOEM, Medical Director, Access Health Systems*

In this session Dr. Silverman will discuss the anatomy of the back as well as normal aging of the back. You will learn about the anatomy and pathology of back injuries, including common surgeries/treatment plans and various outcomes. Statistical information will be included to round out the perspective on back injuries in a workers' compensation environment.



Session 3

"You Never Give Me Your Money"

NYS Grants and How To Get Them

Presenter: *Douglas Miller, President, Occupational Safety Consultants, Inc.*

You may not know that the NYS Hazard Abatement Board awards grants for programs that provide occupational safety and health training to public employers, labor organizations, educational institutions and non-profit organizations. Eligible programs must train and educate workers, supervisors and/or employers and must promote workplace accident and injury prevention. The Board also administers Capital Abatement Program grants specifically for public employers. These grants cover 75% of the cost of capital projects necessary to correct workplace hazards sited by the Public Employee Safety and Health Bureau (PESH) or where recommended in a consultation report. This training session will discuss what grants are available, how to apply for them and key points to include in your grant submissions.

"We Can Work It Out"

Safety Committees: A Place to Begin

Presenter: *Kathleen Lupia, Attorney, Petrone & Petrone*

This seminar will discuss the critical importance of Safety Committees and the purposes for which these committees are formed. Additionally, critical concepts to the Safety Committee's existence will be explored, including, but not limited to: membership, appointment, duties, subcommittees, training and committee communications. Functionality of safety committees will be delved into with specific focus on the following areas: programming, meetings, inspections, related safety services, and advisory recommendations. This seminar shall provide a roadmap for the creation and/or optimization of safety committees for members.





Public Employer Risk Management Association, Inc.
P.O. Box 12250, Albany, NY 12212-9900

www.perma.org

PERMASM



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. We hope to see you at the PERMA Annual Member Conference, May 26 & 27, 2016.

Dear PERMA member:

On behalf of the PERMA Board of Directors, I am honored to invite you to attend the 2016 PERMA Annual Conference and membership meeting at the Sagamore Resort on Lake George. The dates for this year's conference are May 26 and 27, 2016.

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 agenda includes the aforementioned educational workshops together with our popular Safety & Wellness Fair. The Safety & Wellness Fair allows members the opportunity to receive various health assessments, including blood pressure and cholesterol screening. Members can also try a massage or acupuncture. The evening is reserved for the annual banquet and awards ceremony followed by live entertainment, which this year includes Casino Night and a Beatles era band.

Friday morning consists of the business meeting followed by our keynote speaker, Bill Stainton.

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 26th and 27th in Bolton Landing!

Sincerely,

Jeff Van Dyk
Executive Director

