

2017 ANNUAL MEMBER CONFERENCE

MAY 25 & 26



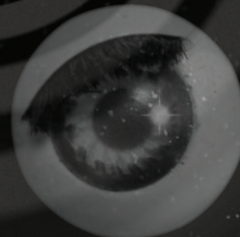
PERMA™

The PERMA ZONE

Unlocking the Membership Dimension



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



PROUDLY MANAGED BY



REGISTRATION Please return the enclosed Registration form to PERMA. PERMA will make your hotel reservation 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 workshops and lunch – just check "Day Guest" when filling out the registration form. And if you can't come at all, we will now be Facebook Live streaming the most popular sessions!

AGENDA

All functions will be held in the Sagamore Conference Center.

THURSDAY – MAY 25



10:00 AM	Conference Registration
10:00 – 11:00 AM	Morning Session
11:00 – 12:30 PM	Buffet Lunch
11:00 – 3:00 PM	PERMA Safety and Wellness Fair
12:30 – 1:00 PM	Special Session
1:00 – 2:00 PM	Workshop Session I
2:10 – 3:10 PM	Workshop Session II
3:10 – 3:30 PM	Break
3:30 – 4:30 PM	Workshop 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	PERMA Risk Management Awards Presentation
9:15 – 11:00 PM	Evening Event

FRIDAY – MAY 26

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

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

We are bringing back the classics with Casino Night on Thursday. You can play our casino tables with free "money," converse with friendly and knowledgeable croupiers, and collect tickets to win fabulous raffle prizes! And don't touch that dial – there is more entertainment information to come!

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.

THURSDAY MORNING

Thursday, May 25 • 10:00 – 11:00 AM

"A World of Difference"

Collecting the Right Information/Data

PRESENTERS: Risk Management Staff and the PERMA Safety Council

Intended for those responsible for accident investigation and claim filing, this collaborative session will focus on reducing costs and/or preventing future claims by completing thorough accident investigations. Members of the Safety Council will use real-life examples and discuss how they learned to get below the surface of a situation and ask the right questions to determine true accident causes.

"Nervous Man in a Four Dollar Room"

The Cost of Compensation 2017

PRESENTER: Paul Jahn, Claims Special Advisor, PERMA

Hard to believe, but it has been a decade since the Workers' Compensation Reform Act of 2007 was passed. The promise of decreased costs was less than fulfilled, and this session will examine why. Come and learn the various components of New York workers' compensation costs in a way designed to be clear to those who are not experts in the field.

FRIDAY MORNING

Friday, May 26 • 9:00 AM – 11:00 AM

Keynote Speaker

Why Things Go Right – Why Things Go Wrong

PRESENTER: Gordon Graham, Public Safety Expert

Most of what the good people in your organization do, they are doing right. But occasionally, things aren't done correctly. And when that happens there is the potential for nasty consequences. In this program, Gordon Graham will show you the potential consequences of internal errors – and what causal factors are most often responsible for these consequences. He will then give you some proven strategies and tactics to address these problems – including a full understanding of the risk-frequency matrix and where it is essential to focus your initial and ongoing training efforts.

Questions? Contact the Member Services Department at memberservices@neami.com or (888) 737-6269, ext. 3078 or 3088

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 AFTERNOON

SPECIAL SESSION

“The Changing of the Guard”

Recent WCB Initiatives

PRESENTER: Mary Beth Woods, Executive Director, NYS Workers' Compensation Board

In this special session, Mary Beth Woods will discuss the vast array of new initiatives the WCB has undertaken the last few years. Ms. Woods will speak about the ongoing eClaims implementation, the Board's multi-year Business Process Re-engineering, and single focus topics like opioid hearings and the recently proposed Pharmacy Benefit Plan revision. This standards-driven and customer-focused organization is not your father's WCB!



SESSION 1

“Sounds & Silence”

Hearing Conservation Compliance

PRESENTER: Helene Freed, Public Relations Specialist, Industrial Hearing Testing

Beneficial for supervisors, safety coordinators, superintendents, and anyone else whose employees are exposed to noise and noise-producing equipment, this program will include everything you must know to be in compliance with the Hearing Conservation Standard CFR 1910.95 and MSHA's 30 CFR 62. In addition to a review of federal and state regulations, you will learn the six essential components of a hearing conservation program.

“The Jeopardy Room”

IME From A to Z

PRESENTER: Matt Mead, Managing Partner - Stockton, Barker and Mead

MODERATOR: Richard Hayes, Senior Director of Claims, PERMA

What is an independent medical exam (IME)? You've heard of it, and you or one of your coworkers or employees has probably had one, but do you know why? The proper and timely utilization of IMEs are an essential part of the workers' compensation system. This informative session will explore both the practical and legal applications of IMEs in New York State.

“Escape Clause”

How to Ensure Employee Terminations Are Legally Sound

PRESENTER: Ronni Travers, SPHR, President, Public Sector HR Consultants LLC

This workshop is designed to help HR professionals and supervisors navigate the legal pathway of employee termination. You'll learn how to address employee behavior through effective corrective action, including counseling notices and notices of discipline. Section 75 and union contract disciplinary procedures will be discussed, as well as the importance of documentation throughout the corrective action process. Record every opportunity you give employees to turn their behavior around, and you will build an unassailable termination case.

This program has been approved for 1 (HR (General)) recertification credit hours 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.*



SESSION 2

“And When the Sky Was Opened”

Drones are Watching Us – But Is New York Watching Drones?

PRESENTERS: Joseph M. Hanna, Esq., Partner, Goldberg Segalla and Zachary Pratt, Esq., Partner, Goldberg Segalla

The market for unmanned aerial vehicles (UAVs) – better known as drones – is estimated to surge to more than \$13 billion by 2018. But is New York ready? Drones have an endless array of potential applications, but they also spark many privacy concerns. This session will provide an overview of the current regulatory landscape of domestic drone usage, examine how other states have attempted to strike the right balance between usage and privacy, and offer practical insight on the potential liability impact of New York's proposed UAV legislation on municipalities.

“The Midnight Sun”

Shift Work May be Hazardous to your Health

PRESENTER: John Violanti, PhD, Research Professor, Dept. of Epidemiology and Environmental Health, University at Buffalo

Many police officers, firefighters, and public works employees are among the approximately 21 million people that perform shift work in the United States. Shift work, while necessary, imposes a rearrangement on awake and sleep time, leading to internal de-synchronization and subsequent psychological and physiological disturbances, degraded alertness and performance, and increased risk of injury. This presentation, designed for shift workers and those who manage them, will discuss health and stress effects of shift work, shift schedules, and suggestions for reducing the detrimental effects of shift work.

SESSION 3

“No Time Like the Past”

Recordkeeping – OSHA & PESH

PRESENTER: Douglas Miller, President, Occupational Safety Consultants, Inc.

This session is designed to assist employers in understanding their written program and recordkeeping responsibilities in complying with Occupational Safety and Health Act (OSHA) and Public Employer Safety and Health (PESH) regulations. Topics covered will include general written program requirements for public sector employers, PESH and OSHA requirements, training documentations, and injury and illness documentation. The session will also touch on state and federal program implementations that municipalities might have missed – such as global harmonization – and will end with a question and answer period.

“A Most Unusual Camera”

Body/In-car Cameras: Policy Issues and Officer Safety

PRESENTER: Michael Ranalli, Esq., Lexipol

Implementing and maintaining a body and/or in-car camera policy remains one of the most debated topics in policing today. Video retention and release, Freedom of Information Law (FOIL) requests, and officer review of their personal video prior to completing reports or giving statements are all current and contested issues. This session will discuss the benefits of using cameras as a training tool for improving officer tactics and decision-making, reducing officer injuries, and improving overall safety in future incidents, as well as discussing the hurdles faced on the path to proper camera implementation.

Dear PERMA member:

On behalf of the PERMA Board of Directors, I am honored to invite you to attend the 2017 PERMA Annual Conference and membership meeting at the Sagamore Resort on Lake George. The dates for this year's conference are May 25 and 26, 2017.

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 a special session with the executive director of the New York State Workers' Compensation Board, and increased safety vendors handpicked by the member-led PERMA Safety Council. The Fair allows members the opportunity to receive various health assessments, including blood pressure and cholesterol screening. Members can also try a massage or acupuncture. Thursday evening is reserved for the annual banquet and awards ceremony followed by live entertainment.

Friday morning consists of the business meeting followed by our keynote speaker, nationally renowned public safety expert Gordon Graham.

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 25th and 26th 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. We hope to see you at the PERMA Annual Member Conference, May 25 & 26, 2017.