

# What's NEW For 2018

**I M A G I N E**  
2018 CP of NYS Annual Conference  
Saratoga Springs • October 15-17 • cpofnys.org

## DON'T MISS IT!!!

Check out the highlights in store at the 2018 CP of NYS Annual Conference.

### September 20, 2018 - CONFERENCE NEWS!

We are just about four weeks away from the CP of NYS Annual Conference. **If you haven't made hotel reservations, please do so, because Monday is the deadline.** Also, don't forget to register for the conference itself [HERE](#). Call our office at (518) 436-0178 with any questions.

We have a lot planned, and a little bit of something for everyone.



CP of NYS is planning to be more connected at this year's Conference! Please join our Conference Facebook group page by clicking on the button above and answering one security question.

Also, follow us on...



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## Important Deadlines...

### REGISTRATION

Please be aware that you must register for the CP of NYS Annual Conference by **September 28** to avoid a late charge. To register for the conference, click [HERE](#).

### HOTEL ROOM RESERVATIONS

The deadline for hotel reservations is **MONDAY**. Individual CP of NYS Affiliate staff should **NOT** register with the Hilton Hotel directly. All Affiliate staff **MUST** register through their Affiliate. If you are not associated with a CP of NYS Affiliate, please call (518) 436-0178 for assistance in making hotel reservations in conjunction with the Conference.

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## MONDAY KEYNOTE ADDRESS

**Elaine M. Angelo**  
Performance Consultant  
ProKnowledge, LLC

Join Elaine Angelo for an entertaining and interactive presentation that will enable attendees to examine, discuss and gain insight into the ever-changing landscape of the U.S. workforce and its reflection of the generational makeup of the American work environment. See why creativity and planning are vital tools in producing a mutually beneficial work environment in which all generations can thrive and feel valued.

Elaine is a seasoned professional with 25 years of experience and expertise in leading Human Resource and staff development initiatives in non-profits, family-owned businesses, member associations and fortune 500 companies.



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## Monday Night Celebration . . .

Again this year, **Monday evening** begins early with our Annual Awards Reception at 5:00 pm. We will honor individuals and organizations for outstanding achievements or support of CP of NYS and its Affiliates. There will be plenty of delicious food and drinks and time to mingle with friends and colleagues; and it all ends by 7:30. Following the reception you can remain in the hotel, or venture out and experience the restaurants and bars of historic and beautiful Saratoga Springs. If you plan to dine out on the town, please be sure to make reservations early. To see some of our favorite Saratoga spots, click [HERE](#) for a list of our recommended restaurants.

**Join us from 5:00 to 7:30 p.m. as we honor some very special people!**

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## In The Spotlight . . .

Join us for year two of the CP Marketplace. Learn about innovative business operations, products and services and more! All brought to you by Affiliates.

Our outside exhibitors will also be in the Marketplace with products and services of all kinds.

Our beverage break in the morning will be available in the Marketplace, so there's an added reason to stop by between 8:00 a.m. and 4:30 p.m. on Tuesday, October 16 and browse, shop and learn!

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## TUESDAY KEYNOTE ADDRESS

**Rick Guidotti**  
CEO & Founder  
Positive Exposure



Rick Guidotti worked as a photographer in NYC, Milan and Paris for high profile clients. He took photographs of those that others considered the world's most beautiful people. One day he saw a girl at a bus stop. She had pale skin and white hair; a girl with albinism. Rick began a process of discovery - about people with differences and about himself. What he found was upsetting. The images he saw were sad and dehumanizing.

He stopped working in the fashion industry and created a not-for-profit called **Positive Exposure**. What started with photographs, has grown into a variety of programs to empower people living with differences, and to educate the world around them. Join us on October 16 at 8:00 a.m. to hear about his determination to transform perceptions of people living with differences.

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### You won't want to miss....

#### **FINDING MY WAY INTO ADVOCACY**

On Tuesday morning we will present this session about the importance of effective advocacy conducted by **NYS Legislators Angelo Santabarbara and Melissa Miller** and local **TV News Anchor Christina Arangio**. All three have children with developmental disabilities.

Panel members will give a parent's perspective on what it is like to learn a completely different way of meeting your child's needs. They will discuss

how they became effective advocates in both their personal and professional lives. Out of necessity, they became powerful advocates while still being the best parent possible. They will offer sound advice on how to effectively communicate with and influence government officials and members of the media.

## **CIVILIAN RESPONSE TO AN ACTIVE SHOOTER EVENT**

**First Sergeant Ronald Messen**, from the Albany County Sheriff's Office, will conduct a 2-hour training session that will provide attendees with vital information about what to expect during an incident. What should you expect from law enforcement, and how should you respond to law enforcement should you be involved in an incident.

*Richard D. Landau, Esq., Jackson Lewis P.C., is back this year with two informative and engaging sessions.*

## **WINNING AT UNEMPLOYMENT - Overcoming the Odds and Structure to See Some Claims Denied**

New York unemployment is designed as almost a default pay replacement tool for out of work individuals. Too often unemployment insurance claims represent a lost opportunity to limit cost to your Agency. This session will cover the standards UI uses to decide cases, the burden of proof for employers and the type of documents and witness testimony that will best represent your reasons for seeking a denial of benefits.



## **SEXUAL HARASSMENT - The Allegations Are Serious, So Your Investigation Must Be As Well**

Many organizations are asking what they can do to change their cultures but also, how they can address the misdeeds of the past which are alleged by staff in the present. The answer lies in the investigation. Many recent headlines have contained horrific allegations but the key component creating liability is the failure to investigate well and act quickly. Discover the hallmarks of consistent, thorough, fair and swift investigations which also signal an organization's commitment to effectively addressing sexual harassment in the workplace.



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## There's Plenty For Everyone. . .

Check our [conference web page](#) regularly and watch your email each week for more news about the 2018 CP of NYS Annual Conference.

[CLICK HERE FOR  
MORE INFO](#)