

AGENDA

7 am

CHECK-IN & NETWORKING BREAKFAST

8 am

OPENING REMARKS

Mark Soycher, HR Counsel, CBIA

8:15 am

MANAGING COMMUNICATIONS

Karen Hinds, Founder & CEO, Workplace Success Group

9:15 am

NETWORKING BREAK

9:30 am

SUBSTANCE USE OR ABUSE: EFFECTIVE INTERVENTION STRATEGIES & CONVERSATION STARTERS

Rick Ashcroft, Payer Relations & Contracting Manager, Aware Recovery Care

10:30 am

NETWORKING BREAK

10:45 am

CHANGING THE CULTURE: ADDRESSING BULLYING & WORKPLACE HARASSMENT

Patricia Reilly, Partner, Murtha Cullina LLP

11:45 am

LUNCH

12:30 pm

WARNING SIGNS: SAFETY ISSUES & PROTECTED RIGHTS

Miguel Escalera, Partner, Kainen, Escalera & McHale

1:30 pm

NETWORKING BREAK

1:45 pm

MANAGING REMOTE WORKERS

John Letizia, Partner, Letizia, Ambrose & Falls

2:45 pm

EMPLOYEE HANDBOOKS IN 25 WORDS OR LESS

Mark Soycher, HR Counsel, CBIA

3:45 pm

ADJOURN

Conference materials are
available at cbia.com.

Choose Events > Past Event
Highlights

SPEAKERS

RICK ASHCROFT

Payer Relations & Contracting
Manager | Aware Recovery Care
@AwareRecovery



Rick Ashcroft is a strategic, industry-leading executive with an intense focus on building world class organizations. Ashcroft brings over 20 years of experience in the media communications industry, leading companies in customer-centric omni-channel marketing. With more than 25 years of recovery experience, Aware unites his personal passions and business acumen.

In his role as payer relations and contracting manager, Ashcroft delivers innovative solutions to both insurers and those suffering from addiction.

Currently enrolled at the Murphy Center for Ignatian Spirituality at Fairfield University, Ashcroft is pursuing a certificate degree in spiritual direction. He finds his greatest purpose in family and community.

MIGUEL ESCALERA

Partner | Kainen, Escalera &
McHale | @kem_law



For nearly three decades, the emphasis of Miguel Escalera's practice has been labor and employment law and litigation. Initially, Escalera served with the Army Judge Advocate General's Corps for nine years where he engaged in extensive criminal and civil litigation. He was stationed at the Pentagon where he acted as lead counsel for the Army Litigation Division defending the Department of the Army in employment discrimination suits brought by civilian employees in many states.

Since 1987, Escalera has been exclusively defending private and public sector employers in labor and employment matters. He has defended numerous employment discrimination and wrongful termination suits in various state courts, federal district courts, and the United States Courts of Appeal.

Escalera has extensive experience in class-action litigation. He is a frequent lecturer on the Americans with Disabilities Act, sexual harassment, drug testing, wage and

hour law, non-compete agreements, effective hiring and management of employees, and avoiding wrongful termination suits.

Escalera received his bachelor's degree in history and diplomacy from Georgetown University, his doctorate from Washington College of Law, American University, and his master's of law from The Judge Advocate General's School. Escalera is a member of the District of Columbia Bar Association, the Connecticut Bar Association, the American Bar Association, the American Employment Law Council, and the Connecticut Hispanic Bar Association.

Every year since 2005, Escalera has been listed in The Best Lawyers in America in the practice areas of Employment Law–Management; Litigation–Labor and Employment Law. Escalera has also been selected as a Connecticut and New England Super Lawyer: Employment and Labor and Management Defense–Litigation in every year since 2007. In addition, he has received a peer review rating of BV Distinguished from Martindale-Hubbell.

KAREN HINDS

Founder & CEO | Workplace Success Group
@KarenHindsWSG



Karen Hinds used her experience in building talent pipelines for financial services companies to launch her company 20 years ago. Workplace Success Group is a strategic, talent development firm that works with organizations to cultivate and retain their next generation of leaders.

She is the author of five books and her most recent include *Get Along*, *Get Ahead: 101 Courtesies for the New Workplace*; *Networking for a Better Position & More Profit*; and *A Young Adult's Guide to the Global Workplace*. She has been quoted in, featured in, or written articles for *Black Enterprise*, *Family Circle*, *The Boston Globe*, the *Hartford Business Journal*, and the *CIM Toronto Manager*. Hinds is a frequent guest on radio, television and podcasts. Her company has worked with clients such as Webster Bank, TD Bank, AmeriHealth Caritas, United Technologies, Duncaster Retirement Community, the Girl Scouts, Turner Construction, Hamilton Sunstrand, Travelers, Dana-Farber Cancer Institute, Caribbean Tourism Organization, and Harvard Business School Executive Education.

Originally from the Caribbean island of St. Vincent and the Grenadines, Hinds left the island at age 15 with her parents and siblings to pursue educational opportunities in the United States. The transition to a new country, culture and school made it imperative for Hinds to learn how to quickly adapt to change, thrive as an outsider and build strategic relationships. Hinds regularly shares her experiences in her keynotes and workshops as she teaches on leadership, diversity and inclusion, and adapting to change.

A graduate of Bowdoin College with a bachelor's degree in political science and Spanish, Hinds was chosen as one of 65 recipients for the national Thomas J. Watson Foundation fellowship, a grant that enables recipients to pursue a yearlong independent study outside of the United States. The Fellowship was established by the children of Thomas J. Watson, a former chair and CEO of IBM.

For 15 years, Hinds wrote a business column for an international newspaper and hosted a global women and girls leadership conference for a number of years on her island.

Hinds lives in Connecticut with her husband and son.

JOHN LETIZIA

Partner | Letizia, Ambrose & Falls



John Letizia's work includes employment law, healthcare and corporate counseling, mergers and affiliations, litigation defense, labor negotiations, arbitration, representation before OSHA, DSS, DDS, DMHAS, EEOC and CHRO, personnel counseling, wage and hour audits, representation before the federal and Connecticut Department of Labor, the National Labor Relations Board and Connecticut's Supreme Court.

Letizia is proud to serve on the Connecticut Bar Association's diversity and inclusion committee, where he is on the subcommittee for education programs. He has received the Domestic Violence Services of Greater New Haven Legal Services Award for his pro bono work. He also received the Harbor Health Services Community Partner Award in honor of this work in the behavioral health community.

Letizia is a volunteer Youth Court judge which is a New Haven-based, non-profit project that provides a community service-based alternative to the Connecticut Juvenile Court system for arrested teenagers. He has also been listed as a Super Lawyer

in the areas of employment, workers' compensation and healthcare law and was awarded the BV Distinguished rating for very high legal ability and ethical standards by his fellow attorneys.

Letizia received his bachelor's degree from St. John's University and his law degree from Georgetown University Law Center.

PATRICIA REILLY

Partner | Murtha Cullina LLP
@MurthaLaw



Patricia Reilly is the chair of Murtha Cullina's Labor and employment group. She is an experienced litigator who represents clients in a wide range of cases including employment discrimination and related torts, non-compete and restrictive covenants, wage and hour, breach of contract, unfair trade practices, and business disputes. In addition to maintaining an active litigation practice, Reilly counsels clients on a variety of employment-related issues including hiring, firing, and discipline; wage and hour; state and federal FMLA; sexual harassment investigations and prevention; Title IX; pregnancy and disability accommodation; and avoidance of employment discrimination liability.

Reilly is listed as a leading Labor and

Employment Lawyer in Chambers USA. She is listed in Best Lawyers in America, and in 2017, Best Lawyers in America recognized her as Lawyer of the Year, New Haven, Litigation—Labor and Employment. Reilly is a member of the American Bar Association, the Connecticut Bar Association and the New Haven County Bar Association. She received her bachelor's from Wesleyan University and her J.D. from the University of California, Berkeley School of Law.

MARK SOYCHER

HR Counsel | CBIA | @HRHotline



Mark Soycher has more than 30 years of experience guiding Connecticut employers and employees through the maze of laws and regulations affecting their workplace and providing legal assistance with all workplace problems, from hiring and firing to determining the workplace strategies that will anticipate and avoid legal disputes.

As HR counsel at CBIA, the state's largest business organization, Soycher responds to thousands of personnel-related inquiries annually from member companies. He has conducted training sessions for thousands of Connecticut workers on a wide range of topics, including sexual harassment prevention; drug

and alcohol abuse prevention; employment law for managers; workplace discrimination; and ADA and ethics compliance.

Previously Soycher was in private law practice for a dozen years, representing and counseling both employers and individuals in employment matters. Before that, he was general counsel and lobbyist for the Associated General Contractors of Connecticut, a construction industry trade association.

Soycher is a member of the Society for Human Resource Management, currently serving as director of legislative affairs on the SHRM-CT HR Council. He is a board member of the Connecticut Business Leadership Network, a group of Connecticut employers working to increase employment opportunities for people with disabilities.

Soycher has a bachelor's degree in psychology from Rutgers University, a master's degree in special education from William Paterson College, and a law degree from New York Law School. He is a member of the Connecticut Bar Association and serves on the executive committee of the association's labor and employment law section.

COMING EVENTS

- ▶ **Powered Industrial Truck Train-the-Trainer**
Windsor, 4.18
- ▶ **Successful Negotiating Strategies for HR**
Hartford, 5.7
- ▶ **CBIA 2019 Safety and Health Conference**
Cromwell, 5.17
- ▶ **Manufacturing Innovation Day**
Hartford, 5.21
- ▶ **Navigating the Employee Leave Maze**
Cromwell, 5.23
- ▶ **Sexual Harassment Prevention Training**
Shelton, 6.4 & Norwich, 6.19

Visit cbia.com/events to register.