



CRPA FALL QUARTERLY

Thursday, October 13, 2022



SCHEDULE

- 9:30 - 10:00 am: Registration
- 10:00 am - 12:00 pm: Human Resources: What's the Law? 0.2 CEU's
- 12:00 - 1:00 pm: Lunch
- 1:00 - 3:00 pm: Speed Bumps or Speed Table? 0.2 CEU's

LOCATION

Wethersfield Community Center
 30 Greenfield Street
 Wethersfield, CT 06109

LUNCH GENEROUSLY SPONSORED BY: YOUR LOGO COULD BE HERE!

REGISTRATION

*First 50 CRPA members to register may attend for free! (limit 3 per department)
 Free AND paid registrants that do not show without cancelling prior to 9/29/22 will be billed the full amount.*

Town/Org: _____ Email: _____ Phone: _____

Address: _____ City: _____ State: _____ Zip: _____

1. _____ Title: _____ ~~FREE!~~ Member \$35 Non-Member \$45
2. _____ Title: _____ FREE! Member \$35 Non-Member \$45
3. _____ Title: _____ FREE! Member \$35 Non-Member \$45

**if more than 3 registrants, please use additional forms*

PAYMENT INFORMATION

Total: \$ _____ Invoice Check Credit Card (CRPA will email you an invoice which is payable online)

CANCELLATIONS, REFUNDS, AND LIABILITY

CANCELLATIONS/REFUNDS: No refunds will be issued for cancellations made after 9/29/22. Cancellations must be received in writing via email to info@crpa.com or val@crpa.com. Should CRPA cancel the event or the event be canceled due to a government shutdown (force majeure) your choice of either a refund or a credit for the 2023 event will be issued. Please note, all refunds will be issued via check, regardless of initial method of payment.

LIABILITY: CRPA, Inc. and the Wethersfield Community Center and their employees and volunteers will not be responsible for any injury, illness, exposure to illness, loss or damage that may occur to the attendee, nor to the attendee's employees from any cause whatsoever, prior, during, or subsequent to the period outlined on this registration. The attendee, on submitting this registration to CRPA, expressly releases and agrees to hold harmless the above-mentioned CRPA, Inc. and the Wethersfield Community Center and their employees and volunteers from any and all claims for such loss, damage, injury, illness, or exposure to illness. Attendee(s) are personally responsible for observing health and safety guidelines and/or laws outlined by the federal, state, and local authorities including but not limited to: wearing face coverings, maintaining social distance, and/or sanitization standards.

Return to: CRPA, 135 Day St., 2nd Floor, 2H, Newington, CT 06111 | Phone: 860.721.0384 | Email: info@crpa.com

10:00 am 12:00 pm: Human Resources: What's the Law? Robert Noonan, Esq.

Back by popular demand! Join attorney Robert Noonan in this intensive two-hour program, where we will cover special topics important to the Recreation Professional's role as an employer. We will begin with a brief overview of the laws in the 2021-2022 session of the Connecticut General Assembly and other developments from the state and federal agencies. We will then discuss special topics in employment including:

- The Labor Outlook: Unemployment Rates and Projections; the Consumer Price Index and Wage Increases; the Minimum Wage Rate Schedule
- Contractors vs. Employees: How the law distinguishes these classifications; where problems arise. The special issue of recreation employees or contractors
- Dealing with Union vs. Non-Union Employees: Understanding the differences between public and private sector unions. Steps to take and steps to avoid when dealing with unions and the union employee
- Employee Training: What is required and for which employees? What is recommended as a best practice vs. trainings required by law for fulltime and part-time year-round staff and seasonal staff
- Exempt vs. Nonexempt: Understanding the differences between state and federal wage law. Traps for the unwary employer

About the Speaker:

Robert D. Noonan is an attorney and founder of Robert Noonan and Associates-a law firm that advises employers, insurance professionals and several trade associations on employer-employee issues. The firm:

- Represents employers before federal courts, state courts and administrative agencies
- Advises employers and insurance professionals on employee benefits issues
- Develops legal documents including plan documents, separation agreements, employee handbooks and policies, writes and reviews employee handbooks

Bob trains managers and employees in the law of the workplace, sexual harassment, leave issues, and performance appraisals. Prior to joining the firm, Bob served as Vice President and Counsel for the Connecticut Business and Industry Association. In addition, Bob's professional experience includes 20 years in Human Resources Management with Pitney Bowes Inc, and the Napier Co, an international manufacturing concern. He holds a juris doctor from the University of Connecticut School of Law as well as a master's degree in industrial relations and a master's degree in sociology.

Bob is the author of *An Employer's Guide to the Family and Medical Leave Act and The HIPAA Privacy Rule: Understanding the Compliance Obligations of Group Health Plans and Health Care Providers*. He is a contributing author on disability law in *Cumulative Trauma Disorders*, a medical text, and writes on workplace issues for a variety of publications including the Connecticut Law Tribune. In addition, Bob has been featured in a number of publications including the Society for Human Resources Management's Trends in Management ("Robert Noonan: Expert's Viewpoint"), The New York Times, The Hartford Courant, The New Haven Register, The Stamford Advocate, The New London Day, The Waterbury Republican and others. Additionally, he has appeared on several television programs concerning workplace issues.

Bob is a member of the Employment Section of the Connecticut Bar Association, and a faculty member of Central Connecticut State University He is admitted to practice before the Connecticut superior courts and the federal district courts.

1:00 3:00 pm: Speed Bumps or Speed Tables?

Have you hit some bumps in your professional road lately? Come navigate through hot topics at our speed tables with CRPA colleagues! This afternoon session will be divided into five twenty-minute rounds of conversations spanning over thirteen different topics. There is sure to be an opportunity to gain insight and perspective on the following topics:

- Tech in Parks
- Park Maintenance
- Capital Improvement
- Aquatics
- Camps
- Senior Programming/Intergenerational Programming
- Special Events
- Teen Programming
- Youth Sports
- Park Programming
- Preschool
- After School Programming
- Inclusive/Adaptive Programming



Participants should come prepared to ask questions and/or share knowledge from personal experiences...after all, we cannot navigate without people's roadmap to success!

About the Speakers: This is a round table discussion moderated by various committee chairs and industry professionals.