

# Healthcare Human Resources

Management Association of California

## 2017 SOUTHERN & NORTHERN CALIFORNIA ANNUAL MEETING & SEMINAR

Nov. 2nd • Monterey Hills Restaurant, Monterey Park, CA  
Nov. 8th • Shriners Hospitals for Children, Sacramento, CA

EDUCATION • NETWORKING • DISPLAYS

*A Half-Day Seminar with Distinguished Speakers  
for all Healthcare Human Resource Professionals!*

### *You must not miss this morning!*

This half day event held in northern & southern California is jam-packed with very timely and vital information all healthcare human resource professionals must know. Nowhere else will you find the top-notch speakers who are focused on our specific industry and profession. Select your region of attendance and mail in the registration form attached or visit [hrrmac.org](http://hrrmac.org) for more info.

#### **Cost includes breakfast:**

\$55 per person (member)  
\$75 per person (non-members)

### AGENDA

- 8-8:45 am Registration & Breakfast  
8:45-8:50 am Welcome  
8:50-9:50 am **Managing & Motivating the Millennials**  
by Dr. Bob Nelson  
9:50-10 am Break  
10-11 am **Coming Labor & Employment  
Legislative Changes**  
by Attorneys from Fisher & Phillips LLP  
11-11:30 am **Annual Meeting/Report**

### KEYNOTE SPEAKERS

#### Managing and Motivating the Millennials: What Can We Do?



Dr. Bob Nelson

Making up 36% of the workforce, Millennials are reshaping work environments. We know this age group is unique in their attitudes and expectations of work and lifestyle. If adjustments are not made to accommodate them, companies will feel a shortfall of qualified candidates needed to replace 70 million retiring Baby Boomers.

Can you and your facility adapt? From how work gets done (digitally, remotely) to Millennials valuing work flexibility, their perspective on what career satisfaction looks like is changing us.

**Dr. Bob Nelson** will share practical strategies to accommodate this shift in worker demographics.

#### What Changes from Sacramento Affect Healthcare HR?

Fisher & Phillips Law Firm attorneys, **David Amaya** and **Lonnie Giamela** from the San Diego office, and **Katherine Sandberg** from the Sacramento office will give us vital warnings on the **2018 Labor & Employment Legislative Environment**. California employers will face more regulations at the start of the new year that will definitely impact healthcare operations. Human resource professionals will need to be armed with the right information including wage and hour changes.



David Amaya

**Mr. Amaya** focuses on representing employers in the healthcare industry. He advocates for his companies and develops creative solutions that allow fair resolution of disputes. He has defeated class

certification efforts at the appellate level. His passion is acting as court appointed special advocate for Voices for Children.



Lonnie Giamela

**Mr. Giamela** brings expertise in fair employment matters and leave management; ERISA litigation, compliance, payroll, tax audits, overtime audits, mass layoff strategy and management training.

He has a successful record in defending clients in class action lawsuits. His background in arbitration is extensive.



Katherine Sandberg

**Ms. Sandberg** has significant experience defending businesses in public accommodation access litigation involving claims of inaccessibility of facilities filed under Title III of the Americans with Disabilities Act, California's Unruh Civil Rights Act, and various federal

and state regulations. Her background in litigation instilled an eye for details and the ability to quickly understand technical, complex issues.

\*Speakers/Schedule subject to change.

Questions? Call Kaity Rosengren at 626.244.2654 or email [kaity@hrrmac.org](mailto:kaity@hrrmac.org)