



Bankers HR Conference 2023

Friday, October 20, 2023 - DoubleTree Hotel, Bristol

8:30 a.m.

Registration & Refreshments

9:00 a.m. – 10:30 a.m.

Leading a Multi-Generational Workforce – Patty Franco, Learning Dynamics

Today's multi-generational workforce provides benefits for a bank's work environment. Getting the perspectives from employees of different generations helps make better decisions and brings out the best in each generation. This session addresses some of the aspects associated with a multi-generational workforce, including talent acquisition, communication styles, conflict, turnover, and career paths. Common "generational clashes" are also highlighted along with techniques to reduce misunderstanding and increase trust and collaboration. Bank-specific case studies will also be examined.

10:30 a.m. – 10:45 a.m.

Networking/Refreshment Break

10:45 a.m. – 12:30 p.m.

2023 Developments in Employment Law – Patrick J. McHale, Esq., Kainen, Escalera & McHale, P.C.

Attorney McHale will address State and Federal legislative changes and important court and administrative agency decisions. Topics will include a recent U.S. Supreme Court decision that sets a new standard for determining whether employers must provide religious accommodations to employees, recent NLRB rulings that will impact the terms of employer's personnel policies and CT court decisions that directly affect the workplace. He will also discuss new federal protections and accommodations for pregnant or nursing employees. Attorney McHale will also discuss the use of employment agreements and severance agreements as tools to attract and retain employees. Finally, Attorney McHale will discuss the use of separation agreements, including the types of provisions that may be incorporated within them, to reduce the risk of litigation following a difficult separation and how businesses can incorporate them into their employment practices in appropriate circumstances. There will also be an opportunity for attendees to ask questions on any personnel-related topic they may be dealing with.

12:30 p.m. – 1:15 p.m.

CT-PFMLA – Erin Choquette, CEO, CT Paid Leave Authority

1:15 p.m. – 2:15 p.m.

Lunch

2:15 p.m. – 3:15 p.m.

Shining a Light on Mental Health: A Fresh Approach to Workforce Wellbeing – Sara Shannon-Tarca, M.Ed., OneDigital

We will focus on employer strategies that illuminate the need for holistic wellbeing support in the new era of work, with emphasis on mental health and resiliency. Today's workforce reaps the benefit from the post-pandemic "silver lining": leaders are more aware than ever of the opportunity that wellbeing initiatives provide for organizational empowerment. In addition, there are more resources than ever from vendors and health plan providers, offering forward-thinking employers many solutions to position wellbeing as a valuable population asset.



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Erin Choquette, CEO, CT Paid Leave Authority

Erin O'Brien Choquette is the Chief Executive Officer of the Paid Leave Authority. Prior to her appointment as CEO of the CT Paid Leave Authority in January 2023, Ms. Choquette served as General Counsel and Chief Operating Officer. She worked for the Department of Administrative Services for 14 years, serving as the Policy and Legislative Advisor to the DAS Commissioner, directing the agency's legislative and general legal functions. While at DAS, Ms. Choquette co-authored the Family and Medical Leave Entitlements Manual, an extensive and detailed guide to understanding and administering federal and state family and medical leave laws. Ms. Choquette

practiced law for several years at Robinson & Cole, LLP, where she focused on employer counseling and the litigation of employment-related claims as well as disability insurance litigation.

Ms. Choquette received her J.D. from the Columbia University School of Law, where she was a Harlan Fiske Stone Scholar. She received a B.A., in *cursu honoris cum laude*, from the College of the Holy Cross. Ms. Choquette lives in Glastonbury, CT with her husband and two daughters.

Patty Franco, Corporate Trainer, Group Facilitator, Executive Coach

Patty Franco is a highly skilled professional trainer, facilitator and executive coach with over 25 years of experience in coaching, training, and talent development. Her uniquely blended background includes 15 years of experience in various Human Resources functions for Fortune 500 organizations, such as Cigna, DFIN Solutions (formerly Donnelly Financial), The Chicago Tribune and Pfizer, combined with 12 years of experience as an entrepreneur. In the corporate sector, some of her key accomplishments include:

- Implemented global performance management systems that improved performance.
- Conducted team dynamics assessments and coached department heads on driving changes to their culture resulting in improved performance and higher employee engagement scores.
- Led the annual succession review process for the top layers of leadership and designed customized development and retention plans for high performers and high potentials.
- Designing leadership development programs to accelerate the development of top leaders.



Throughout her career, Patty has personally coached over 300 managers, executives, and entrepreneurs. She has conducted over 300 professional classes on topics ranging from leadership development, sales, customer service and various emotional intelligence skills to business development, vision casting and presentation skills, among others. She has also facilitated team building programs and experiences for various clients in retail, banking, pharmaceutical and healthcare industries.

Patty holds a Master of Education in Adult & Organizational Development from Temple University in Pennsylvania and a Bachelor of Arts in Psychology from Pace University in New York. She is also certified in assessment tools such as MBTI, DiSC,, is a Master Practitioner of the Energy Leadership Index (ELI) and received her certification leadership coaching from iPEC (Institute for Professional Excellence in Coaching) in 2020. She is trained in the Mental Fitness model of Positive Intelligence. She is also a member of the Board of Directors for Girls Inc. Westchester/NY.



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Patrick J. McHale, Esq., Kainen, Escalera & McHale, P.C.

Mr. McHale represents public and private employers and non-profit organizations in all aspects of labor relations and employment law, including union representation elections, collective bargaining, contract administration, personnel policies and practices, wage and hour disputes, equal employment opportunity, employment litigation, occupational health and safety, workers' compensation, unemployment compensation and related matters. His practice includes representation of employers in federal and state courts and before the American Arbitration Association, the National Labor Relations Board, the Connecticut State Board of Mediation and Arbitration, the Connecticut State Board of Labor Relations, the

Connecticut Freedom of Information Commission and various other administrative agencies.

Mr. McHale has been selected to be listed in The Best Lawyers in America® in the practice areas of Employment Law – Management and Labor Law – Management since 2009. Mr. McHale has also been selected as a Connecticut and New England Super Lawyer®: Employment and Labor from 2007-2016. In addition, he has received a peer review rating of “BV Distinguished” from Martindale-Hubbell.

Mr. McHale was also named the Best Lawyers' 2013 Hartford Labor Law – Management “Lawyer of the Year”. Only a single lawyer in each practice area in each community is honored as the “Lawyer of the Year”.

Sara Shannon-Tarca, M.Ed., OneDigital

As Regional Practice Lead, Wellbeing Strategy & Solutions, Sara Tarca utilizes over 20 years of experience in the Health and Wellbeing industry to support employers throughout the Northeast as they look to navigate the ever shifting landscape of workforce health improvement. Throughout her career, Sara has provided insight, strategy, program development and trend analysis to client populations as related to health improvement, cost containment, benefit structure and RVOI. Her experience working “both sides of the table”, first as a practitioner (personal trainer, health coach, clinician), then as a representative for the insurance carrier, advisor and benefits administrator, has allowed Sara to develop a unique understanding of the needs and challenges that employers face in the wellness arena.



Sara is a graduate from the University of Connecticut with a Master's degree in Sport and Exercise Science as has held certifications from most major industry leaders, such as National Strength and Conditioning Association and American College of Sports Medicine. Sara is actively involved in the cultural assessment, on-going benefits integration, and leveraging of Wellness resources available to clients. She also plays an integral role in advancing appropriate clients towards a state of organizational empowerment, using multi-year strategic planning that aligns with executive intent and goals.

A lifetime resident of Connecticut, Sara and her husband are new “empty nesters” and can be found on hiking trails, bike paths and in quiet corners that allow for mindful and grateful contemplation.