

# 2024 HR & Safety Professionals Day

## AGENDA



7:00 am – 8:00 am

**Registration and Breakfast**

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8:00 am – 8:15 am – 15 minutes

**WELCOME AND OPENING REMARKS**

8:15 am – 9:15 am – 60 minutes

**KEYNOTE ADDRESS**

**Presenter: Melissa Doman, MA**

**Achievable & Practical Stress Management**

This 'edu-tainment' style interactive keynote will cover why we need to view the individual stress management process differently, how chronic stress impacts our emotions/thinking/physical health/professional abilities/social interactions, how to shift to an active self-management mindset, and a variety of actionable personalized stress management tools that you can start using immediately.

Melissa Doman, MA is an Organizational Psychologist, Former Clinical Mental Health Therapist, & Author of *Yes, You Can Talk About Mental Health at Work (Here's Why and How to Do It Really Well)*. She has one core goal: to equip companies, individuals, and leaders to have constructive conversations about mental health, team dynamics, and communication in the workplace.

9:15 am – 10:00 am - 45 minutes

**SESSION 1– WORKPLACE VIOLENCE RISK ASSESSMENT**

**Presenters:** Stephen Irving, Peckar & Abramson, PC and Jorge Garcia, Houston Safety Director, McCarthy Building Cos., Inc.

Conducting a Workplace Violence Risk Assessment is essential for creating a secure environment for employees. It's a collaborative effort that brings together various elements such as law enforcement, human resources, and safety personnel. In this session you will learn to assess potential threats, identify vulnerabilities, and formulate comprehensive strategies to prevent and manage incidents of violence. This proactive approach not only safeguards staff but also ensures that employers fulfill their legal and ethical responsibilities towards workplace safety.

10:00 am – 10:15 am - 15 minutes

**Networking Break**

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**10:15 am – 11:00 pm – 60 minutes**

**SESSION 2–MENTAL HEALTH IN THE WORKPLACE: From Field to Office**

**Presenter:** Nicole Stec, Lockton Companies, LLC

This session will cover mental health within the workplace, particularly in the construction sector, and how it involves a comprehensive understanding of the wellness spectrum, and the unique challenges faced by this industry. It is crucial to recognize the risk factors and indicators of mental health issues, ensuring early intervention and support. Fostering an environment free from stigma is essential, as it encourages open dialogue and the implementation of practical support strategies for those in need. Additionally, promoting self-care and work-life balance among employees can significantly contribute to a healthier, more productive workforce. Lastly, raising awareness about the available mental health resources provides a safety net for employees and their families, reinforcing the company's commitment to its workers' overall well-being.

**11:00 am – 11:30 am - 30 minutes**

**SESSION 2.5 – A BLUEPRINT FOR WORKER HEALTH, SAFETY, AND HAPPINESS**

**Presenters:** Jeremy Stovall, President & Chris Roberts, Safety Director – Brookstone Construction

Earlier this year, Brookstone Construction was honored with the top award at the AGC of America's Construction Safety Excellence Awards. This session will delve into the innovative program implemented by Brookstone, which places the highest importance on the health and safety of each team member.

**11:30 am – 12:30 pm – 60 minutes**

**LUNCH | NETWORKING**

**12:30 pm – 1:45 pm - 75 minutes**

**SESSION 3 – SAFETY AND HR ROUNDTABLE MICRO CONVERSATIONS**

Round table discussions are a dynamic way to engage participants in meaningful conversations about safety and HR-related topics. This session is comprised of micro conversations that are structured to address specific questions, allowing each member to contribute his/her perspective and expertise.

Topics:

- Heat and Weather Incidents
- THC Infused Food and Drink
- Civility in the Workplace
- Benefits Plans

**1:45 pm – 2:00 pm - 15 minutes**

**Networking Break**

**2:00 pm – 2:45 pm - 45 minutes**

**SESSION 4 – SOCIAL MEDIA POLICIES AND THE EEOC**

**Presenters:** J. Shannon Gatlin and Kristen Wheeler, Cokinoss|Young

This session on the EEOC and social media policies will explore the intersection of equal employment opportunities and the evolving landscape of social media in the workplace. It will address how employers can navigate the EEOC's guidelines while respecting the privacy and rights of employees online. The session will include discussions on best practices for creating inclusive social media policies, understanding the legal implications of social media in hiring and employment decisions, and strategies for ensuring that social media use does not lead to discrimination or harassment. This session is essential for HR professionals, legal advisors, and policy makers aiming to foster equitable and compliant workplace environments.

**2:45 pm – 3:00 pm - 15 minutes**

**Networking Break**

**3:00 – 4:00 pm - 1 hour**

**SESSION 5 – I NEVER THOUGHT I WOULD DEALING WITH THIS TODAY...**

**Presenters:** Tony Stergio, Andrews Myers, PC, Susan Phillips, Tellepsen, Pam Ames, TDIndustries, Inc., and Bobby Skyles, MAREK

An interactive panel focused on the more interesting elements of life for HR and Safety Reps and Attorneys in construction. This is a panel discussion that promises to be as unpredictable as it is informative. "I Never Thought I Would Be Dealing with Today" is a session where an attorney, HR, and Safety representative will tackle the most bizarre and unexpected issues faced in the workplace. This session will delve into the one-off, crazy situations that professionals rarely encounter but must be prepared to handle. Expect a blend of expert insights, practical advice, and entertaining anecdotes that will leave you equipped and inspired to manage whatever your colleagues throw at you.

**4:00**

**Closing Remarks**