

FIGHT, FLIGHT, OR FREEZE:

Understanding and Addressing How Crisis and Trauma Affect Your Workforce



Presenter
Meghan Gorton

Southern Tier Regional Coordinator/
Capacity Building Advisor

Fight, Flight, or Freeze: Understanding and Addressing How Crisis and Trauma Affect Your Workforce

Friday, March 24, 2023 10:30AM

This workshop is part of NYCON's personnel and human resources series of webinars and will discuss the ways in which trauma can affect your organization on multiple levels, and how utilizing a trauma-informed approach can benefit your staff. We'll discuss these approaches, daily strategies, and organizational practices that can reduce the impact of trauma on your already stretched workforce.

Presenter: Meghan Gorton, Southern Tier Regional Coordinator/Capacity Building Advisor

[Access this trianing in the Recorded Webinar Library](#)

The Recorded Webinar Library is a members only section of our site, please ligin to the [Member Dashboard](#) to access.

2023 Law Changes that Impact Salaries: What's an Exempt Employee, and Why is it Important?

Wednesday, March 29, 2023 12:00PM

This workshop is part of NYCON's personnel and human resources series of webinars and will explore laws impacting exempt salaried employees and their employers.

In the Nonprofit world, compliance is key. You may know that the FLSA and the State Minimum Wage Act exempt some employees who work in a bona fide administrative capacity from overtime pay requirements, but recent law changes have impacted the minimum salaries for these employees. As of Jan. 1, 2023, exempt employees must be paid a minimum salary of \$55,341 in upstate New York and that rate will go up to match the current downstate minimum of \$58,500 in 2024. During this one-hour webinar hear from NYCON's Senior Attorney, Michael West, Esq., on how to comply with the new legal requirements, beginning with the basics of how to determine which employees are exempt and options if you can't meet the salary threshold.

Presenter: [Michael West, Esq. \(he/him/his\) Sr. VP, Attorney](#)

[Access this trianing in the Recorded Webinar Library](#)

The Recorded Webinar Library is a members only section of our site, please ligin to the [Member Dashboard](#) to access.

2023 LAW CHANGES THAT IMPACT SALARIES:

What's an Exempt Employee, and Why is it Important?



Presenter
Michael West, Esq.

Sr. VP, Attorney

More from our recorded Webinar Library

(Members must login to access recordings)

[Click Here to Access Previous Webinars](#)

Addressing New Employment Realities

The impact of COVID-19 on work in America has been immeasurable. Beyond facemasks and hand sanitizer, tens of millions of American workers now regularly “go to work” without physically going to work at all. Even while working at a traditional worksite, employees are now afforded far greater say in assuring proper workplace safety standards, by virtue of newly enacted legislation, such as the NYS HERO Act. When coupled with recently adopted statutes mandating each paid sick/safe and family leave; expanding minimum levels for each hourly wage and salaried employment; and, enhancing safeguards applicable to victims of workplace harassment or discrimination, the future of work in a post-pandemic world is (or, will soon be) far different than that contemplated as recently as just a couple years ago. This session will examine and explore related considerations as they pertain to your (hopefully, post-) pandemic workplace, with a focus on related policy review and development considerations.

Lifecycles of Employment: Material Human Resource Considerations

This session will offer an overview of practical concerns associated with employment in the nonprofit workplace. Participants will benefit from practical guidance concerning legal obligations and best practice considerations relative to such matters as hiring, diversity/equity/inclusion, evaluation, benefits, worksites, technology, evaluation, grievances, discipline and termination. Guidance addressing material aspects of employment and considerations applicable to recently enacted legal obligations and diversity/equity/inclusion considerations will be specifically addressed throughout, as will specifically applicable pandemic-related concerns. This session offers a great opportunity to learn from NYCON’s team of legal and human resource professionals, each bringing individual areas of expertise to a collective topic of frequent conversation.