

IIA WNY

# I-WAYS

## MAGAZINE

November  
2014

INDEPENDENT INSURANCE AGENTS ASSOCIATION OF WESTERN NEW YORK, INC.

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# A Message from the **PRESIDENTS COUNCIL**



Spooktacular Soiree held October 24th at Resurgence Brewing was another success for our Next Gen's. If you employ an under 40, they should be active in this Next Gen group. There is no cost for this group as it is included in your membership. Remember, this is an organization that allows our under 40 insurance people to interact and build relationships with each other who work in this industry thereby enhancing their careers and strengthening IIAAWNY into the future.



THE HOLIDAY PARTY is again being held at the Delaware Mansion December 5th. Thanks to our sponsors who help keep the price affordable. Make your reservations early as it is open to all of our members and it always sells out!

Legislative visits will begin in November and continue into December. IIAAWNY has decided to not hold a legislative day in March as a state wide event, but has encouraged each local association to visit the local office of each legislator. This is the first year we will be doing this as an organization. An email will be sent to all as I schedule each legislator asking for volunteers to attend with me. The more members, the more each legislator will be impressed. Let's show the state why we are the BEST LOCAL!!

IIAAWNY have purchased a driving simulator for your use. If you are running an event, or on a committee or just attending and would like to use this device contact Barb Duke, any committee member or IIAAWNY office. Let's use this device to bring home the message "Don't text and drive".

As the holiday season starts, remember to have fun and always be safe.

See you at THE PARTY!

Paul R. Chisholm  
VP IIAAWNY  
Insurance Associates Marketplace Agency, Inc.



**IIAAWNY**

# **Annual Holiday Luncheon**

**at The Mansion on Delaware**

**December 5, 2014**

Please register now for the Annual Holiday Luncheon

[Click Here to Register](#)

Registration deadline is 11/28/14 so reserve your seat now! If you are not able to attend yourself, please extend the invitation to your staff.

## **This Year's Menu:**

- Corn Crusted Sea Bass
- Petite Filet Mignon
- Panko Crusted Eggplant

Cocktails: 12:00pm | Luncheon: 1:00pm

We will once again be collecting cash & checks for the WNY Food Bank.

## **A BIG Thank You to All of Our Sponsors:**

Adirondack Insurance Exchange  
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Kemper Personal & Commercial Lines  
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Liberty Mutual Insurance  
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Walsh Duffield Companies, Inc.

Valet parking is available



# INDEPENDENT INSURANCE AGENTS ASSOCIATION OF WESTERN NEW YORK LEGISLATIVE BREAKFAST

We had a great turn out for our Legislative Breakfast on Oct. 16, over 40 attended including many legislative members/representatives. Congratulations to Tyler Molina of Lawley for winning 2 free tickets to this year's Annual Holiday Luncheon!



Debbie Junkin, Lawley; Mark Garvelli, Walsh Duffield; Tamara Storch, Scott Danahy Naylor, welcome our guests at the October 16 Legislative Breakfast at the Protocol Restaurant



Doreen DeCarlo, Kemper Personal & Commercial Lines networks with Christine Garvelli, Walsh Duffield



Ted Washburn, Carstar Collision with Don Houck, Donald L. Houck Agency, Inc.



Jill Muratori, IIABNY legislative representative, addresses the attendees

## Meet Our Invest Instructors: Jeffrey Leyonmark

By Nicole Majewski

Fall ushers in new changes for everyone, and Project InVest is no exception. Our chapter has been busy spreading the word about InVest and getting new professionals involved. Jeffrey Leyonmark of the Wolf Agency in Orchard Park is one of our newest instructors, teaching the InVest curriculum in Hamburg High School this year. Jeff is excited to pass on his love of the industry with a new generation of students.

Jeff is an accomplished property and casualty broker and lecturer and will be working with classroom teacher, Ms. Sheila Sampson, in teaching the class at Hamburg High. A fall and spring program will be held (a first time for our chapter!), due to a large number of Academy students enrolled at the school this year.

In teaching the courses, Jeff wants to show students that the insurance industry is a place where hard work pays off and let them know that a career in insurance has limitless potential.

"As a producer, you can make as much money as you want," he said. "It's a great feeling to know that the harder you work, the more money you can make."

Project Invest is also important to him because it helps bring new people into insurance, a task that can be challenging but is essential for the future continuity of our industry.

He is also president of his own insurance service company, GA Leyonmark Insurance Services Inc, and is a fourth generation property & casualty broker with family roots in the business going back to 1909. He serves as chairperson of Hamburg High's Academy of Finance Board of Directors and has helped several students secure internships. Jeff is passionate about knowledge and providing the very best coverage he can to his customers.

"My goal is to be better than the dec pages I see. I like to fix it all, one client at a time," he said.

**We warmly welcome Jeff to our chapter!**



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# Membership Enhancement Committee

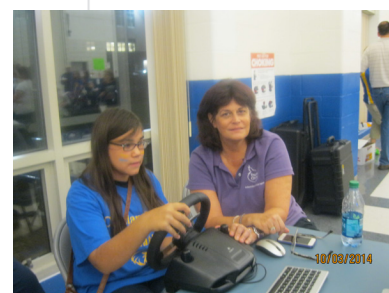
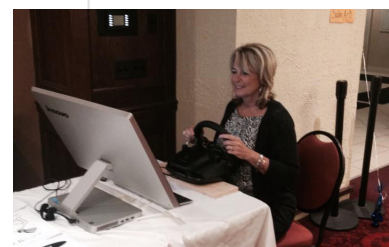
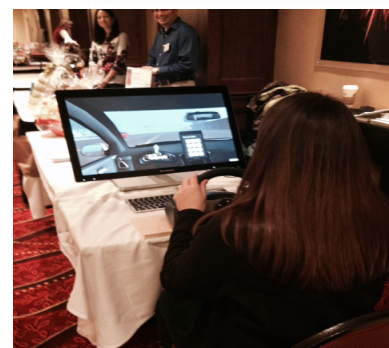
The distracted texting while driving simulator was a huge success at Cleveland Hill High School's Homecoming Carnival! The participants could not believe how greatly reaction times are minimized when you are distracted while driving. Hopefully we've changed some driving habits after the event.

Marcia Brogan, Niagara National (pictured in the second photo) used the simulator for an event on October 25th. Marcia said, "The young adults liked the challenge! It was a great way to start a dialogue of what distracted driving is and what the outcome could be. After a simulated accident, the participants could not believe when the policeman appeared on the screen- they all stayed to listen to what he had to say and do. Very eye-opening!!"

Please make a reservation for your next event! You will need to call a member of the Membership Enhancement Committee to schedule your time. Please plan on about 45 minutes to an hour of training to learn the proper set up and program features of the simulator.

Barb Duke  
Jessyca Riehle

Christine Garvelli  
Doreen DeCarlo





# PARTY CITY AGREES TO “BAN THE BOX” IN NEW YORK

For answers to your legal questions, feel free to contact

Jason Ulatowski, Esq. at  
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Cunningham & Coppola LLC,  
1600 Liberty Building,  
Buffalo, New York 14202

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National retailer Party City has agreed to “Ban the Box” for job applicants in New York as part of a settlement reached with Attorney General Eric Schneiderman. The settlement was reached following an investigation by the Attorney General’s Office that uncovered that Party City illegally discriminated against individuals with prior felony convictions. A Party City human resources employee said at a job fair that the company did not hire people with felony convictions to full time positions, and this statement later was corroborated by a manager at a Party City located in New York City.

New York law prohibits certain employers from discriminating against applicants based on prior criminal convictions. In order to deny employment because of a criminal conviction, the employer must weigh factors set forth in New York’s Correction Law to determine whether the applicant’s conviction has a direct relationship to the position sought or whether the applicant poses a safety risk to property, specific individuals, or the general public. An employer’s determination that the applicant’s conviction has a direct relationship to the position or that the applicant poses a safety risk will allow the employer to legally deny employment.

Party City failed to follow New York law when it outright refused to hire people with prior felony convictions to full time positions. As a result, Party City agreed to revise its hiring policies and procedures, including “Banning the Box” on job applications; conduct employee training regarding its hiring processes; conduct outreach and recruiting efforts with organizations specializing in job training and rehabilitation of individuals with criminal records; reconsider hundreds of former applications of individuals who may wrongly have

been denied employment; submit periodic reports to show compliance with New York law; and pay a \$95,000 fine.

Party City’s agreement to “Ban the Box” follows a growing trend of cities and states that have passed legislation to preclude employers from asking about an applicant’s criminal history on job applications. More than 10 states and 60 cities, including Buffalo and Rochester, have “Banned the Box,” and this list is certain to grow in the future.

**Practice Pointer:** Employers should be diligent in checking state and local laws in order to ensure compliance with any “Ban the Box” legislation. New York employers must be sure never to disqualify an applicant based solely on a criminal conviction, just as employment cannot be denied because of sex, race, or other protected characteristics, even if “Ban the Box” legislation is not in place.





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# Public Relations Committee

IIAAWNY has agreed to be featured in Buffalo Spree Magazine's December 2014 special section "Faces of Western New York"!

The feature includes a full page spread highlighting the importance of doing business with an independent insurance agent. Several IIAAWNY Board Members are pictured in the article at Canalside in front of the Buffalo and Erie County Naval and Military Park. IIAAWNY will also run six ads in the marketplace section of Buffalo Spree promoting our website.

The Public Relations committee will also be trying to secure funding to keep our No Text Zone and Trusted Choice campaign alive in 2015 with MyTV Buffalo and Fox29. The current commercials will expire in November. We will keep you posted!

Mark Garvelli

Doreen DeCarlo

Mike Carroll





You're invited to our next

## Continuing Education Class

Please join us for a 4 Credit class on  
Emergency Services/Mitigation II

### **WHEN**

Wednesday, December 10th  
8:00 AM - 12:30 PM

### **WHERE**

The Creekside Banquet Facility  
2669 Union Road  
Cheektowaga, NY 14227

[REGISTER HERE](#)