

Directions to Woodcliff Hotel & Spa

199 Woodcliff Drive, Fairport, 800-365-3065

From the airport and downtown Rochester: Take 390 North to 490 East. Take Exit 28 to Rt. 96. Turn left onto Rt. 96, go south approximately 1/4 mile to the first traffic light and turn left onto Woodcliff Drive. Turn left at the top of the hill.

From the New York State Thruway: Take Exit 45, Victor, and follow Rt. 96 North. Drive beyond Eastview Mall (on left) approximately 1 mile to Woodcliff Drive. Turn right onto Woodcliff Drive. Turn left at the top of the hill. Note: while driving north on Rt. 96, if you reach Rt. 490, you have gone too far.

Register online at www.bsk.com

or complete and return the registration form below.

Please RSVP 10 days prior to seminar.

Registration Fees (per program)

- BS&K Clients/SHRM Members/Rochester Business Alliance: \$25.00
- General Public: \$35.00

Dates and Topics (check one or more)

- January 14: Current Immigration Issues and Updates for Employers
- January 22: Preparing for the Employee Free Choice Act
- February 26: Benefit Plan Mistakes Employers Can Avoid
- March 5: Protecting Your Company's Valuable Information And Employees

Name: _____ Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____ Telephone: _____ Fax: _____

The following people will also attend:

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

Refunds will only be made for cancellations received 5 business days before event.

Please make checks payable to Bond, Schoeneck & King, PLLC and return this form to:

Ms. Toko Moyo, Bond, Schoeneck & King, PLLC, One Lincoln Center, Syracuse, NY 13202

Telephone: 1-800-339-8897 Fax: 315-218-8100 E-mail: tmoyo@bsk.com or register online at www.bsk.com

This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC who reserves the right to deny admission to any applicant.

BS&K Workplace Breakfast Briefing Series

Sept. '08 - March '09

Upcoming Programs

January 14, 2009

**Current Immigration Issues and
Updates for Employers**

January 22, 2009

Preparing for the Employee Free Choice Act

February 26, 2009

Benefit Plan Mistakes Employers Can Avoid

Woodcliff Hotel & Spa, 199 Woodcliff Drive, Fairport, NY

BOND, SCHOENECK & KING, PLLC

ATTORNEYS AT LAW • NEW YORK FLORIDA KANSAS



Agenda

8:00 - 8:30 a.m.

Registration and
Continental Breakfast

8:30 - 10:00 a.m.

Program

Breakfast Briefing Series Overview

The legal and practical issues that employers face have become increasingly complex. Employers need to keep abreast of changes and trends in the workplace with respect to certain issues that are frequently problematic in order to avoid or at least minimize negative outcomes. Mindful of this need, we have developed an agenda covering a range of topics designed to assist employers with their risk management efforts.

HRCI Recertification Credit: These programs were submitted to the HR Certification Institute.

Upcoming Programs

January 14

Current Immigration Issues and Updates for Employers

- Understanding the U.S. Immigration Framework
- Temporary Employment-Based Categories:
 - H-1Bs, L-1s, TNs, H-3s (Timing, Costs, Visa Quotas and related work sponsorship issues)
- Are You Ready to Employ the Individual on a Permanent Basis?
 - Options – Costs – Timing – Labor Certification Process and Related Filings
- I-9 Employment Verification Issues and Related Matters
- A Look to the Future Under the Obama Administration

January 22

Preparing for the Employee Free Choice Act

Organized Labor is predicting passage in the first 100 days of the Obama Presidency. This law will radically change the way in which non-union organizations become unionized by:

1. making NLRB secret ballot elections a thing of the past and replacing them with card checks;
2. establishing strict deadlines for bargaining, mediating and conducting interest arbitration (contract terms imposed by a third-party) for the all important first contract; and
3. increasing the NLRB's enforcement power and the penalties assessed on employers.

Briefing Overview: Will provide a summary of the proposed law and changes to the current law and practical suggestions employers may adopt in light of the promised legislation.

Future Programs

February 26

Benefit Plan Mistakes Employers Can Avoid

March 5

Protecting Your Company's Valuable Information And Employees

Faculty

STEPHEN C. DALEY Utica College of Syracuse University (B.S., *magna cum laude*, 1980); Syracuse University College of Law (J.D., *magna cum laude*, 1987).

Mr. Daley is Chair of the Firm's Employee Benefits Practice Group and practices in all areas of Employee Benefits Law, including qualified and non-qualified pension and welfare benefit plans; stock-based plans and arrangements (such as stock bonus plans, ESOPs, stock option plans, and phantom stock plans); tax-sheltered annuity plans for tax-exempt organizations; group-term life insurance plans; insured and self-funded medical plans; severance and early retirement incentive plans; executive employment and deferred compensation agreements; change of control ("golden parachute") arrangements; and ERISA litigation.

LOUIS P. DILORENZO Syracuse University (B.A., 1973); University at Buffalo Law School (J.D., 1976).

Mr. DiLorenzo is the Managing Partner of the firm's New York City and Long Island offices. He represents employers and management in all aspects of labor and employment law. His areas of expertise include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques.

THOMAS G. ERON Cornell University School of Industrial and Labor Relations (B.S., 1982); University of Chicago Law School (J.D., 1987).

Mr. Eron serves as the Chair of the Firm's Immigration Law Practice Group, and represents management in the employment and retention of foreign national employees. His Immigration practice focuses on employment-based applications and petitions (particularly non-immigrant work visas and permanent residency), and related labor condition and certification applications for employers with foreign national employees working in the United States. Mr. Eron counsels human resource managers on employment authorization and I-9 compliance issues and Social Security no-match investigations. He represents employers facing audits and enforcement actions by the U.S. Citizenship and Immigration Services, and the Department of Justice.

JAMES HOLAHAN University of Rochester (B.A., 1977); College of William and Mary (J.D., 1983).

Mr. Holahan has represented and counseled employers ranging from Fortune 100 firms to small family businesses about employment matters and labor relations for over 20 years. A substantial portion of his practice involves defending employers in adversarial proceedings before the New York and federal courts and administrative agencies against discrimination, harassment, retaliation, wrongful discharge and other employment claims. Mr. Holahan also advises employers about compliance with the various federal, state and local laws regulating the employment relationship and regularly deals with a broad spectrum of personnel issues and problems ranging from safety in the workplace to union organizing and collective bargaining to negotiating and drafting personnel policies, employment contracts, non-compete agreements and other restrictive covenants.

PETER A. JONES School of Industrial and Labor Relations at Cornell University (B.S., 1989); University of Pennsylvania Law School (J.D., *cum laude*, 1992).

Mr. Jones counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts, including employment litigation in Federal and State courts, collective bargaining negotiations, wage and hour compliance and proceedings before administrative agencies and the courts, labor arbitrations, union organizing campaigns, strikes and picketing, and representation and unfair labor practice proceedings before the National Labor Relations Board and public sector employers in negotiations, interest arbitration, and improper practice proceedings before the Public Employment Relations Board.

BRIAN LAUDADIO University of Rochester (B.A., 1993); Syracuse University Law School (J.D., 1996).

Mr. Laudadio is a litigator who represents clients at the trial and appellate levels of state and federal courts. He concentrates his practice in the areas of labor and employment matters, banking issues, commercial contract disputes and business tort litigation. Mr. Laudadio is also knowledgeable in Native American law, advising municipalities in Indian Land Claim and related Native American litigation.

