

Who Should Attend

This program is recommended for General Counsel, Human Resources Professionals, Benefit Professionals, CEO's or CFO's responsible for making or administering reduction in force or separation decisions or designing severance or separation programs.

To enroll and register in BS&K's Webinar:

Understanding The Interplay Between New York's New WARN Act (effective February, 2009) And The Federal WARN Act And Other Compliance Issues In A Layoff Or Reduction-In-Force

February 4, 2009

Registration Fee - \$50.00

1:00-2:30 pm EST

Online registration and credit card payment information
may be found at the following web site:

<https://bsk.webex.com>

(note no "www" is required).

If you have any questions, please contact
Liz Poda, Public Relations Manager,
at 315-218-8526, or epoda@bsk.com.

Upcoming BS&K Events

March 2009 – Statewide Breakfast Briefing

Changes to the ADA and FMLA:
What HR and In-House Counsel Need to Know ...

May and June, 2009 – BS&K's 10th Annual Workplace Seminar

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Webinar

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Program Summary

From Wall Street to Main Street, from Citibank to Ford and GM, economic conditions are forcing many New York employers to reduce their workforces or separate individuals from their payroll. Separation from employment also necessarily requires that eligibility for employee benefits be properly and timely addressed. While such separation activities can assist a company during difficult times, they also create high risks of potential liability at the most inopportune of times.

New York's new WARN Act sets up another potential pitfall. It is important to understand how it differs from and interacts with the Federal WARN Act. In addition to this explanation, the webinar will also:

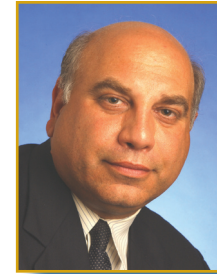
- Analyze Alternatives to a RIF to reduce costs
- Select the Criteria (seniority, performance, forced ranking, etc.)
- Establish the Decision Makers and Decisional Unit
- Analyze the Impact of the Criteria
- Utilize Appropriate Releases and Separation Agreements
- Address Union Issues
- Consider Communication and Documentation Issues Throughout the Process

Mr. D'Ambrosio represents employers in anti-discrimination proceedings, affirmative action matters, employment litigation, disability proceedings, OSHA compliance and proceedings, and wage-hour matters before State and Federal agencies and courts. He also represents private and public sector employers in collective bargaining, arbitrations, unfair labor practice proceedings before the National Labor Relations Board and State labor agencies, hospitals and other health care providers in collective bargaining negotiations, union organizing campaigns, workers' compensation, wrongful discharge litigation, employment discrimination and affirmative action matters. Mr. D'Ambrosio is listed in [The Best Lawyers in America®](#) 2009¹ and [Super Lawyers®](#)².



Nicholas J. D'Ambrosio, Jr.

Mr. DiLorenzo has practiced Labor and Employment Law for 30 years and is Chair of Bond, Schoeneck & King, PLLC's Labor and Employment, Employee Benefits and Immigration Practice and Managing Partner of its New York City and Garden City Offices.



Louis P. DiLorenzo

Mr. DiLorenzo 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. Mr. DiLorenzo also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

Mr. DiLorenzo is a Fellow of the College of Labor and Employment Lawyers and the Litigation Counsel of America; a member of the Federation of Defense and Corporation Counsel. He is listed in [The Best Lawyers in America®](#) 2009 and [Super Lawyers®](#).

Mr. Doren is the Managing Attorney of the firm's Buffalo Office. His practice covers the full range of labor and employment services on behalf of management. Mr. Doren concentrates his activities in the area of employment litigation (discrimination, wage and hour, breach of contract, class actions, etc.) in state and federal courts and before the state and federal agencies (EEOC and NYSDHR). His services include counseling and assistance in administration of personnel labor relations, both union and non-union, including union avoidance counseling, collective bargaining and representation of employers before the NLRB and in labor arbitrations. Mr. Doren has particular experience in compliance with state and federal prevailing rate regulations concerning employee compensation on public construction projects, as well as safety regulations under OSHA. He is listed in [The Best Lawyers in America®](#) 2009 and [Super Lawyers®](#).



Robert A. Doren

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