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## **Bond's Labor and Employment, Employee Benefits and Executive Compensation and Immigration Practice**

Our practice is comprised of 61 attorneys and is one of the largest in the Northeast. Our clients include hundreds of businesses, public employers, Fortune 500 corporations, manufacturers, colleges and universities, health care institutions, utilities and other service industry employers in various parts of the country.

### **Advice and Counseling**

- Disciplinary Actions
- Personnel Policies
- Mergers, Reductions-in-Force and Relocations
- Statutory Compliance Matters

### **Employee Benefits**

- ERISA Compliance and Litigation
- Executive and Deferred Compensation Arrangements
- Preparation and Administration of
- Retirement and Employee Benefit Plans

### **Employment Litigation**

- EEOC and State Agency Complaints
- Employment Contract and Tort Litigation
- Federal and State Court Employment Discrimination Litigation
- Labor Relations Law
- Collective Bargaining
- Grievance and Arbitration Proceedings
- Unfair Labor Practice Charges
- Union Organizing and Related Matters

### **Risk Management Training Programs**

- Conducting Investigations
- Discipline and Discharge
- Interviewing, Screening and Hiring
- Sexual and Other Harassment
- Supervising Sick, Injured or Disabled Employees
- Violence in the Workplace
- Workplace Diversity

### **Alternative Dispute Resolution**

### **Immigration Matters**

### **Workplace Health And Safety (OSHA)**

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& KING

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## **Labor and Employment Law**

### **Free Webinar Series**

**March 15, 2012**

### **Update on New York State Labor Laws Affecting Employers**

2:00 p.m. to 3:30 p.m.

**April 5, 2012**

### **Cost Containment Strategies in a Turbulent Economy**

2:00 p.m. to 3:30 p.m.

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**March 15, 2012**

## **Update on New York State Labor Laws Affecting Employers**

- Compliance with Wage Theft Prevention Act and Applicable Notice Requirements
  - Required Content of Notices
  - Timing of Notices
- Restrictions on Deductions from Employees' Wages
- Reliance on Employee Criminal Convictions and Arrests
- Payroll Records Required to be Kept by Employers
- Updating Employer Policies and Handbooks to Comply with State Laws

### **Speakers**

**Caroline M. Westover** represents employers in a wide variety of labor, employment and immigration matters. Her practice includes counseling and representing management in State and Federal employment discrimination litigation, employee discipline, family leave issues, layoffs, collective bargaining, labor arbitration and union organizing. Ms. Westover also counsels and represents employers regarding the employment and retention of foreign national employees.

**Andrew D. Bobrek** concentrates his practice in Labor and Employment Law on behalf of private and public sector employers. He provides counsel in a wide variety of matters, including wage and hour compliance, employment discrimination and workplace harassment, wrongful discharge, layoffs, personnel policies, employment contracts and severance agreements, labor arbitration, unfair labor practice charges and immigration issues.

**April 5, 2012**

## **Cost Containment Strategies in a Turbulent Economy**

- Modifying Work Time Without Violating State and Federal Laws
- Restructuring Benefits Policies to Reduce Costs
- Proper Use of Independent Contractors
- Reductions in Force
  - Selection of Employees to Avoid Lawsuits
  - Separation Agreements and Releases
  - ERISA and Tax Implications
  - WARN Obligations

### **Speaker**

**Patrick V. Melfi's** practice includes counseling and representing employers in a wide variety of labor and employment law matters, including collective bargaining, union organizing, strikes and picketing, labor arbitration, State and Federal employment discrimination litigation, layoffs, and employee discipline. He has also spoken on a variety of topics, including workplace violence, reductions in force, agricultural labor laws, and worker's compensation reform.

### **Registration**

Please be our guest for this complimentary webinar series.

**Register online at  
<https://bsk.webex.com>  
(note no "www" is required).**

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

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