HR Update and Hot Topics

September 17, 2008

Clarkson University
Cheel Arena

8:00 am to 1:30 pm
Including Networking Luncheon

Co-Sponsored By:

St. Lawrence Valley Human Resource Management Association

and

BOND, SCHOENECK & KING, PLLC
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Directions

Clarkson University

From Albany: Take Interstate 87 north to exit 23 (Warrensburg). Take Route 9 north about three miles to intersection with Route 28. Follow Route 28 to Indian Lake. Take Route 30 north to Tupper Lake. Pick up Route 3 west. Route 3 intersects with Route 56 north, which goes into Potsdam. Driving time from Albany: Approximately four hours.

From Syracuse: Take Interstate 81 north to exit 48 (Route 342) north of Watertown. Route 342 east intersects with U.S. Route 11. Follow U.S. Route 11 north to Potsdam. Driving time from Syracuse: Approximately three hours.

From Utica: Take Route 12 north to Lowville. Then follow Route 26 north to U.S. Route 11 at Evans Mills; turn right and follow Route 11 north to Potsdam. Driving time from Utica: Approximately three hours.

From Lake Placid: Take Route 86 through Saranac Lake to Paul Smiths. Turn right on Route 30 north and drive approximately nine miles; turn left onto Route 11B south at intersection. Travel approximately 15 miles to the village of Potsdam. Driving time from Lake Placid: Approximately one and a half-hours.

HR Update and Hot Topics ▪ September 17, 2008, Clarkson University

Registration Fee (includes Networking Luncheon): ❑ BS&K Clients / SLVHRMA Chapter Members: $50 ❑ General Public: $60

Name_____ Title_____

Company_____

Address_____ City_____

State_____ Zip_____ Telephone_____ Fax_____

E-mail_____ Web Site_____

The following people will also attend:

Name_____ Title_____

Name_____ Title_____

Name_____ Title_____

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 on-line at www.bsk.com

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

This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC and St. Lawrence Valley HRMA, who reserve the right to deny admission to any applicant.

HR Update and Hot Topics Agenda

8:00 am – 8:15 am
Registration and Continental Breakfast

8:15 am – 10:00 am
Successfully Managing Leaves of Absence

- Leaves of absence as a reasonable accommodation
- Minimizing the impact of protracted leaves of absence
- Recognizing FMLA issues and review of new FMLA Regulations

10:00 am – 10:15 am
Break

10:15 am – 11:30 am
The Evolving Theory of Harassment: Are You Doing Everything You Can to Defend Against Harassment Claims?

- Using policies and training to prevent harassment
- Understanding the full range of harassment claims that can be brought against an employer
- Workplace bullying

11:30 am – 12:30 pm
Update on 2008 Major Workplace Developments

- New Legislation
- New Court decisions

12:30 pm – 1:30 pm
Networking Lunch Chapter President's Report

HR Update and Hot Topics Speakers

COLIN M. LEONARD is a graduate of Middlebury College (B.A., *with honors*, 1993) and the University of Connecticut School of Law (J.D., *with honors*, 2001), where he was a Member of the Connecticut Moot Court Board and served as Lead Articles Editor for the Connecticut Insurance Law Journal. Mr. Leonard clerked for the Hon. Flemming L. Norcott, Jr., Associate Justice, Connecticut Supreme Court.

Mr. Leonard concentrates his practice in Labor and Employment Law on behalf of private and public sector employers. He has counseled clients with respect to employment agreements, covenants not to compete, wage and hour law, collective bargaining issues and compliance with state and federal anti-discrimination laws.

Mr. Leonard is admitted to practice in New York and Connecticut.

LARRY P. MALFITANO is a graduate of Cornell University's School of Industrial and Labor Relations (B.S., 1978) and the State University of New York at Buffalo, School of Law (J.D., 1981), where he served as Executive Editor of the Buffalo Law Review (1980-81).

Mr. Malfitano has represented private and public sector employers in labor and employment law matters for more than 25 years. His extensive experience includes employment litigation in federal and state courts, collective bargaining, arbitration, labor relations counseling, supervisor training, wage and hour issues, alternate dispute resolution techniques, affirmative action plan preparation and audits, proceedings before the National Labor Relations Board and federal and state equal employment opportunity agencies and advising employers on the full range of labor and employment law issues. His practice also includes preparation and negotiation of separation packages, as well as advising and litigating contractual issues involving employment agreements and non-compete agreements. Mr. Malfitano is listed in The Best Lawyers in America® 2008*.

Mr. Malfitano is a frequent speaker to employer and attorney groups and has published on a variety of labor and employment law topics. He is admitted to practice in New York, and before the Federal District Courts for the Northern and Western Districts of New York, the U.S. Court of Appeals for the Second Circuit and the U.S. Supreme Court.

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