

Bond, Schoeneck & King
HR Update and Hot Topics Seminar
October 12, 2011

Registration Form

Register online at www.bsk.com

or complete and return the registration form below.

Please RSVP 10 days prior to seminar.

Registration Fees:

Bond Clients / SLVHRMA Chapter Members: \$50

General Public: \$60

Registrant 1:

Full Name: _____

Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

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Registrant 2:

Full Name: _____

Title: _____

E-mail: _____

Registrant 3:

Full Name: _____

Title: _____

E-mail: _____

Register online at www.bsk.com
or complete and return the registration form to:

Ms. Toko Moyo
Bond, Schoeneck & King, PLLC,
One Lincoln Center, Syracuse, NY 13202
Fax: 315-218-8100 Questions: 1-800-339-8897
E-mail: tmoyo@bsk.com

Please make checks payable to
Bond, Schoeneck & King, PLLC.
Refunds will only be made for cancellations
received no fewer than 5 business days before event.

This seminar 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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& KING

**HR Update and
Hot Topics Seminar**

October 12, 2011

**Best Western Plus
University Inn**
90 E Main Street
Canton, NY 13617
315.386.8522

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

Agenda

8:00 am – 8:15 am

Registration and Continental Breakfast

8:15 am – 10:00 am

How to Navigate a Charge of Discrimination at the SDHR and EEOC

- Overview of the SDHR & EEOC administrative processes
- Conducting post-charge internal investigations
- Best practices to minimize risk of further litigation

10:00 am – 10:15 am

Break

10:15 am – 11:30 am

Untangling the Complex Web of Employee Misclassification Issues

- Independent contractors vs. employees
- Exempt vs. Non-exempt employees
- Recent State and Federal Government initiatives
- State and Federal enforcement procedures

11:30 am – 12:30 pm

Employment Law Update

- Overview of significant court decisions
- State and Federal legislative and regulatory developments

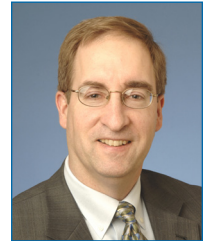
12:30 pm – 1:30 pm

Networking Lunch and Chapter President's Report

HRCI Recertification Credit: This program has been submitted to the HR Certification Institute.

Speakers

Thomas G. Eron is a graduate of Cornell University School of Industrial and Labor Relations (B.S., 1982) and the University of Chicago Law School (J.D., 1987), where he was awarded the Order of the Coif.



Mr. Eron represents private and public sector management in labor relations, employment law, and immigration matters. His practice includes employment litigation before the EEOC, the New York Human Rights Division, and in state and federal court, collective bargaining negotiations, strikes and picketing, labor arbitrations, NLRB proceedings, labor audits, workplace investigations, employment law counseling, training, and litigation avoidance for human resource executives and general counsel. Mr. Eron advises employers on harassment, disability law and FMLA compliance, and counsels public sector clients on Civil Service Law matters. He also represents employers with respect to their participation in multi-employer benefit plans, including delinquent contribution actions and MPPAA withdrawal liability disputes. Mr. Eron is listed in [The Best Lawyers in America® 2012](#) and [New York Super Lawyers 2011®](#).

Larry P. Malfitano is a graduate of Cornell University 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 is Chair of the firm's 63 attorney Labor and Employment Law Practice. He has represented 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, union organizing campaigns, strike and picketing preparation and response, proceedings before the National Labor Relations Board and Federal and State equal employment opportunity agencies, executive compensation advice and support, 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® 2012](#) and [New York Super Lawyers 2011®](#).