

# HR Update and Hot Topics

October 13, 2010

**St. Lawrence  
University**  
Sullivan Student Center  
John W. Hannon, Jr. Room

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  
ATTORNEYS AT LAW • NEW YORK FLORIDA KANSAS



Attorney Advertising

## St. Lawrence University Sullivan Student Center John W. Hannon, Jr. Room (Room 322)

For directions to the Sullivan Student Center, visit the St. Lawrence University web site at: <http://www.stlawu.edu/campusmap/>.

The Sullivan Student Center is No. 60 on the Interactive Campus Map.

Parking is available in Lot J off Park Street, as well as Lots D and H. No parking pass is required for these lots.

### HR Update and Hot Topics - October 13, 2010, St. Lawrence 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 \_\_\_\_\_

Register on-line at [www.bsk.com](http://www.bsk.com)  
or complete and return this registration form to:

Bond, Schoeneck & King, PLLC

Attn: Ms. Toko Moyo

Bond, Schoeneck & King, PLLC

One Lincoln Center, Syracuse, NY 13202

Please make checks payable to

Bond, Schoeneck & King, PLLC

Fax: 315-218-8100

Questions: 1-800-339-8897

E-mail: [tmoyo@bsk.com](mailto:tmoyo@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.*

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

**8:15 am – 10:00 am  
Update on Recent Workplace  
Legal Developments**

- New Legislation
- New Court Decisions
- Federal and State Enforcement Initiatives

**10:00 am – 10:15 am  
Break**

**10:15 am – 11:30 am  
Social Media: A New Tool  
and Potential Minefield for  
Employers**

- Using Social Networking to Screen Applicants and Avoid Litigation
- Legal Pitfalls to Avoid in Monitoring and Managing Employee Use of Social Media
- Social Media Policy Issues

**11:30 am – 12:30 pm  
When and How to Contest an  
Unemployment Claim**

- Overview of Unemployment Insurance Claims Process
- What Does and Does Not Disqualify an Employee
- Best Practices Regarding the Handling of Claims

**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.

**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 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. Mr. Eron is listed in [The Best Lawyers in America® 2011](#) and [New York Super Lawyers 2010®](#).



**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 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® 2011](#) and [New York Super Lawyers 2010®](#).



Mr. Malfitano is a frequent speaker to employer and attorney groups and has published on a variety of labor and employment law topics.

<sup>1</sup> Copyright 2010 by Woodward/White, Inc., Aiken, SC. Prior results do not guarantee a similar outcome.

<sup>2</sup> Copyright New York Super Lawyers 2010.