

HR Update and Hot Topics

October 14, 2009

St. Lawrence University
Eben Holden Dining Hall

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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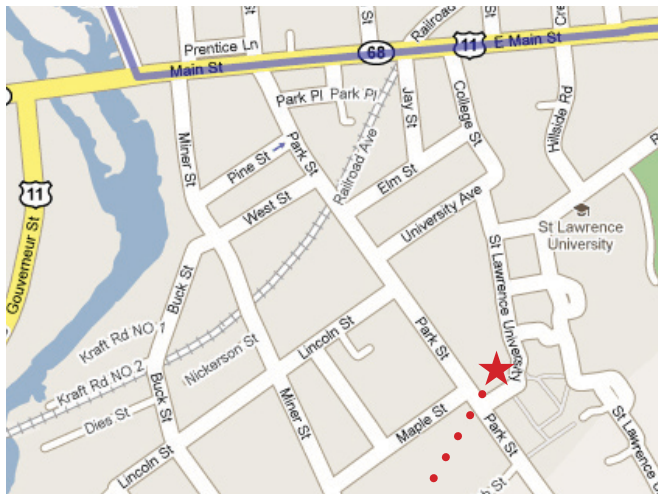


Attorney Advertising

Directions to Eben Holden Dining Hall on the St. Lawrence University Campus

From Main Street (where Routes 11 and 68 coincide) go South on Park Street, past Elm Street, University Avenue, and Lincoln Street. Just past Maple Street, take a left onto the SLU Campus. Proceed past the Facilities Operations Building on the right and park in Lot C which has a path to the Eben Holden Dining Hall.

If you wish to orient yourself further before Oct. 14, go to the SLU web site Campus Map.



Eben Hall

HR Update and Hot Topics - October 14, 2009, 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
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

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
Best Practices In
Workplace Investigations

- Creating an investigation plan
- Ensuring effective witness interviews
- Searching e-mails, lockers, personal property, etc.

10:00 am – 10:15 am
Break

10:15 am – 11:30 am
Wage And Hour Issues And
Collective Action Lawsuits

- Common types of wage and hour claims
- FLSA collective actions
- Increased government scrutiny of compensation practices

11:30 am – 12:30 pm
Update on 2009 Major
Workplace Developments

- New Legislation
- New Court decisions

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

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 public and private sector employers. He works closely with clients in traditional labor matters, including collective bargaining, labor arbitrations and PERB and NLRB proceedings. Mr. Leonard also represents employers involved in federal and state anti-discrimination litigation and counsels clients on a variety of employment-related issues, including wage and hour law, employment and separation agreements and employee discipline and layoff issues. He conducts in-house training for employers and regularly speaks in front of groups on various labor and employment law matters.

Mr. Leonard is President of the CNY Chapter of the Labor and Employment Relations Association. He is admitted to practice in New York and Connecticut and before the U.S. District Courts for the Northern and Western Districts of New York.

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](#)® 2010¹ and [Super Lawyers](#)².

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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