

Directions to Woodcliff Hotel & Spa

199 Woodcliff Drive, Fairport, 800-365-3065

From the airport and downtown Rochester: Take 390 North to 490 East. Take Exit 28 to Rt. 96. Turn left onto Rt. 96, go south approximately 1/4 mile to the first traffic light and turn left onto Woodcliff Drive. Turn left at the top of the hill.

From the New York State Thruway: Take Exit 45, Victor, and follow Rt. 96 North. Drive beyond Eastview Mall (on left) approximately 1 mile to Woodcliff Drive. Turn right onto Woodcliff Drive. Turn left at the top of the hill. Note: while driving north on Rt. 96, if you reach Rt. 490, you have gone too far.

Register online at www.bsk.com

or complete and return the registration form below.

Please RSVP 10 days prior to seminar.

Registration Fees (per program)

- BS&K Clients/SHRM Members/Rochester Business Alliance: \$25.00
- General Public: \$35.00

Dates and Topics (check one or more)

- October 17: Responding to Union Organizing and Managing a Unionized Workforce
- November 21: Conducting Effective Workplace Investigations
- December 11: Fair Labor Standards Act (FLSA) Issues – Avoiding Collective Action Lawsuits

Name: _____ Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____ Telephone: _____ Fax: _____

The following people will also attend:

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

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

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 online at www.bsk.com

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

BS&K Workplace Breakfast Briefing Series

Sept. '08 - March '09

Upcoming Programs

October 17, 2008

**Responding to Union Organizing and
Managing a Unionized Workforce**

November 21, 2008

**Conducting Effective
Workplace Investigations**

Woodcliff Hotel & Spa, 199 Woodcliff Drive, Fairport, NY

BOND, SCHOENECK & KING, PLLC

ATTORNEYS AT LAW • NEW YORK FLORIDA KANSAS



Agenda

8:00 - 8:30 a.m.

Registration and
Continental Breakfast

8:30 - 10:00 a.m.

Program

Breakfast Briefing Series Overview

The legal and practical issues that employers face have become increasingly complex. Employers need to keep abreast of changes and trends in the workplace with respect to certain issues that are frequently problematic in order to avoid or at least minimize negative outcomes. Mindful of this need, we have developed an agenda covering a range of topics designed to assist employers with their risk management efforts.

Upcoming Programs

October 17

Responding to Union Organizing and Managing a Unionized Workforce

- Employee Free Choice Act
- Non-Solicitation Policies
- Responding to Union Organizing Activity
- Contract Negotiation/Grievance Arbitration/Unfair Labor Practice Proceedings

November 21

Conducting Effective Workplace Investigations

- Developing an Investigation Plan and Strategy
- Effectively Conducting the Investigation
- Reconciling Investigation Needs with Electronic Age Issues
- Navigating Legal Restrictions While Conducting the Investigation
- Ethical Considerations

HRCI Recertification Credit: Approval is pending for recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Future Programs

December 11

Fair Labor Standards Act (FLSA) Issues - Avoiding Collective Action Lawsuits

January (TBA)

Immigration Issues with the Employment of Professionals

February (TBA)

Top Ten Mistakes Employers Make With Employee Benefit Plans

March (TBA)

Protecting Your Company's Valuable Information And Employees

Faculty

STEPHEN C. DALEY Utica College of Syracuse University (B.S., *magna cum laude*, 1980); Syracuse University College of Law (J.D., *magna cum laude*, 1987).

Mr. Daley is Chair of the Firm's Employee Benefits Practice Group and practices in all areas of Employee Benefits Law, including qualified and non-qualified pension and welfare benefit plans. His areas of experience include: stock-based plans and arrangements (such as stock bonus plans, ESOPs, stock option plans, and phantom stock plans); tax-sheltered annuity plans for tax-exempt organizations; group-term life insurance plans; insured and self-funded medical plans; severance and early retirement incentive plans; executive employment and deferred compensation agreements; change of control ("golden parachute") arrangements; and ERISA litigation.

LOUIS P. DiLORENZO Syracuse University (B.A., 1973); University at Buffalo Law School (J.D., 1976).

Mr. DiLorenzo is Co-Chair of the Firm's Labor and Employment Law Department. He represents employers and management in all aspects of labor and employment law. His areas of expertise include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques. Mr. DiLorenzo also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

THOMAS G. ERON Cornell University School of Industrial and Labor Relations (B.S., 1982); University of Chicago Law School (J.D., 1987).

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.

PETER A. JONES School of Industrial and Labor Relations at Cornell University (B.S., 1989); University of Pennsylvania Law School (J.D., *cum laude*, 1992).

Mr. Jones counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts, including employment litigation in Federal and State courts, collective bargaining negotiations, wage and hour compliance and proceedings before administrative agencies and the courts, labor arbitrations, union organizing campaigns, strikes and picketing, and representation and unfair labor practice proceedings before the National Labor Relations Board and public sector employers in negotiations, interest arbitration, and improper practice proceedings before the Public Employment Relations Board.

BRIAN LAUDADIO University of Rochester (B.A., 1993); Syracuse University Law School (J.D., 1996).

Mr. Laudadio is a litigator who represents clients at the trial and appellate levels of state and federal courts. He concentrates his practice in the areas of labor and employment matters, banking issues, commercial contract disputes and business tort litigation. Mr. Laudadio is also knowledgeable in Native American law, advising municipalities in Indian Land Claim and related Native American litigation.

GREGORY J. McDONALD Tulane University (B.A., 1991); Pace University School of Law (J.D., *magna cum laude*, 1995).

Mr. McDonald represents clients at the trial and appellate levels of both state and federal courts. His practice involves resolution of commercial disputes, business tort litigation, employment discrimination litigation, trade secrets and employee non-compete litigation, contested fiduciary accountings, and resolving construction related disputes on behalf of owners, contractors, design professionals and sureties.

