

## 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](http://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)**

- December 11: Fair Labor Standards Act (FLSA) Issues – Avoiding Collective Action Lawsuits
- January 14: Immigration Issues with the Employment of Professionals

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](mailto:tmoyo@bsk.com) or register online at [www.bsk.com](http://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**

**December 11, 2008**

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

**January 14, 2009**

**Immigration Issues with the  
Employment of Professionals**

**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

**December 11**

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

- Understanding which Employees are “similarly situated”
- Identifying the Most Common Violations
- Implementing Safeguards to Avoid Exposure
- Reviewing Recent Litigation and Lessons Learned
- Ethical Considerations

**January 14**

### Immigration Issues with the Employment of Professionals

- Understanding the U.S. Immigration Framework
- Temporary Employment-Based Category:
  - H-1Bs, L-1s, TNs, H-3s (Timing, Costs, Visa Quotas and related work sponsorship issues)
- Are You Ready to Employ the Individual on a Permanent Basis?
  - Options – Costs – Timing – Labor Certification Process and Related Filings
- Issues Relating with Sponsorships:
  - Who pays? – I-9 Employment Verification Issues and Related Matters
- Ethical Considerations

**HRCI Recertification Credit:** These programs have been submitted to the HR Certification Institute.

## Future Programs

**February 26**

### Top Ten Mistakes Employers Make With Employee Benefit Plans

**March 5**

### Protecting Your Company's Valuable Information And Employees

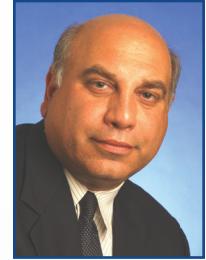
## Faculty

**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; 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 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.

**JOHN S. HO** University of Connecticut (B.A., 1992); St. John's University School of Law (J.D., *cum laude*, 1997).



Mr. Ho exclusively represents management in all aspects of Labor and Employment Law, with specific experience in wage and hour matters including the FLSA and the New York State Labor Law; the Occupational Safety and Health Act; FMLA; discrimination claims; federal and state Department of Labor audits; collective bargaining, arbitrations and workplace investigations. He served as a prosecutor with the United States Department of Labor, Office of the Solicitor, where he prosecuted numerous FLSA and OSHA cases. Mr. Ho's practice often includes assisting employers from Fortune 500 companies to non-profit child welfare agencies with conducting internal wage and hour audits and Labor Department compliance audits. He has defended numerous types of employers including a number of national retail stores against dual filed collective actions under the FLSA and the New York State Labor Law.

**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.