



BOND SCHOENECK
& KING

**Labor and Employment Law
Breakfast Briefing**

**Co-Sponsored by
Human Resource Association
of the Twin Tiers (HRATT)**

December 14, 2011
Radisson Hotel Corning
125 Denison Parkway East, Corning

Overview

Bond, Schoeneck & King's Statewide Labor and Employment Law, Employee Benefits and Executive Compensation and Immigration Law Practice is pleased to continue its on-going program of providing Senior Executives, General Counsel, and HR Professionals with timely insight and information concerning the ever-shifting landscape in the employment environment. The following topics will offer a thorough review of major areas that concern and currently affect the workplace.

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

Agenda

8:00 a.m. to 8:30 a.m.

Registration and Continental Breakfast

8:30 a.m. to 10:00 a.m.

Update on New York State Labor Laws Affecting Employers Presented by Andrew D. Bobrek

- Compliance with Wage Theft Prevention Act and Applicable Notice Requirements
 - Required Content of Notices
 - Timing of Notices
- Restrictions on Deductions from Employees' Wages
- Reliance on Employee Criminal Convictions and Arrests
- Payroll Records Required to be Kept by Employers
- Updating Employer Policies and Handbooks to Comply with State Laws

10:00 a.m. to 10:15 a.m.

Break

10:15 a.m. to 11:45 a.m.

Cost Containment Strategies in a Turbulent Economy Presented by Colin M. Leonard

- Modifying Work Time Without Violating State and Federal Laws
- Restructuring Benefits Policies to Reduce Costs
- Proper Use of Independent Contractors
- Reductions in Force
 - Selection of Employees to Avoid Lawsuits
 - Separation Agreements and Releases
 - ERISA and Tax Implications
 - WARN Obligations

11:45 a.m. to Noon

Q&A

Speakers

Andrew D. Bobrek is a graduate of St. Lawrence University (B.A., *cum laude*, 1998), Syracuse University Maxwell School of Citizenship (M.P.A., 2007) and Syracuse University College of Law (J.D., *magna cum laude*, 2007), where he was awarded the Order of the Coif, was a member of the Justinian Honorary Law Society and was Associate Editor of the Syracuse Law Review.



Mr. Bobrek concentrates his practice in Labor and Employment Law on behalf of private and public sector employers. He provides counsel in a wide variety of matters, including wage and hour compliance, employment discrimination and workplace harassment, wrongful discharge, layoffs, personnel policies, employment contracts and severance agreements, labor arbitration, unfair labor practice charges, and immigration issues. Mr. Bobrek conducts in-house training for employers and frequently speaks in front of groups on various labor and employment law matters.

Mr. Bobrek has represented employers before the New York State Department of Labor, the New York State Division of Human Rights, the U.S. Equal Employment Opportunity Commission and the National Labor Relations Board. He also represents employers involved in federal and state discrimination litigation.

Prior to attending law school, Mr. Bobrek served on the staff of U.S. Representative James T. Walsh (Syracuse, New York).

Mr. Bobrek is a member of the New York State (Labor and Employment Section) and Onondaga County Bar Associations, and is the incoming President of the CNY Chapter of the Labor and Employment Relations Association. He is admitted to practice in New York and before the U.S. District Court for the Northern District of New York.

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 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.

After completing law school, Mr. Leonard clerked for the Hon. Flemming L. Norcott, Jr., Associate Justice of the Connecticut Supreme Court.

Mr. Leonard is a member of the New York State (Labor and Employment Section) and Onondaga County Bar Associations and is immediate past 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.

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December 14, 2011
Radisson Hotel Corning
125 Denison Parkway East
Corning, NY 14830
607.962.5000

**Register online at
www.bsk.com**

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registration form to:

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Fax: 315.218.8100
Questions: 1.800.339.8897
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Please RSVP 10 days prior to seminar.

Registration Fee

- Bond Clients / HRATT Members: \$25
 General Public: \$35

Registration Form

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who reserves the right to deny admission to any applicant.