

# *BS&K Statewide Labor and Employment Law Breakfast Briefing Series*

## *Solving the HR Puzzle*

### **Albany**

The Desmond

### **Batavia**

The BEST Center @  
Genesee Community College

### **Binghamton**

Holiday Inn Arena

### **Buffalo**

Hyatt Regency

### **Corning**

Radisson Hotel

### **Melville**

Melville Marriott

### **Kingston**

Holiday Inn Kingston

### **New York City**

BS&K New York Office

### **Rochester**

Woodcliff Hotel

### **Syracuse**

S.U. Sheraton

Attorney Advertising

### **SESSION TWO**

**Downsizing, Rightsizing,  
Reductions-in-Force: A Rose by Any  
Other Name is Still Employment Loss**

### **SESSION THREE**

**Drafting Effective Internet and  
Electronic Workplace Policies –  
Blogs, Twitter, Facebook,  
LinkedIn and MySpace**

### **SESSION FOUR**

**How the Obama Administration is  
Changing the Landscape for Employers**

## SERIES SCHEDULE

### **Albany ▪ The Desmond**

Session 2: December 7, 2009

Session 3: January 19, 2010

Session 4: February 26, 2010

### **Batavia ▪ The BEST Center @ Genesee Community College**

Session 2: December 16, 2009

Session 3: January 20, 2010

Session 4: February 11, 2010

### **Binghamton ▪ Holiday Inn Arena**

Session 2: December 8, 2009

Session 3: January 28, 2010

Session 4: February 9, 2010

### **Buffalo ▪ Hyatt Regency**

Session 2: December 8, 2009

Session 3: January 26, 2010

Session 4: February 25, 2010

### **Corning ▪ Radisson Hotel**

Session 2: December 10, 2009

Session 3: January 13, 2010

Session 4: February 24, 2010

### **Melville ▪ Melville Marriott**

Session 2: December 4, 2009

Session 3: January 15, 2010

Session 4: February 24, 2010

### **Kingston ▪ Holiday Inn Kingston**

Session 2: December 3, 2009

Session 3: January 27, 2010

Session 4: February 10, 2010

### **New York City ▪ BS&K NY Office**

Session 2: December 8, 2009

Session 3: January 19, 2010

Session 4: February 10, 2010

### **Rochester ▪ Woodcliff Hotel**

Session 2: December 4, 2009

Session 3: January 22, 2010

Session 4: February 12, 2010

### **Syracuse ▪ S.U. Sheraton**

Session 2: December 15, 2009

Session 3: January 15, 2010

Session 4: February 23, 2010

## OVERVIEW

BS&K'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**

These programs have been submitted to the HR Certification Institute.

## AGENDA

Please note time difference between Downstate and Upstate locations.

## DOWNSTATE

### Garden City / New York City

8:30 a.m. to 9:00 a.m.

**Registration and Continental Breakfast**

9:00 a.m. to 10:30 a.m.

**Program**

## UPSTATE

### All Other Cities

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

**Registration and Continental Breakfast**

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

**Program**

## SESSION TWO

### **Downsizing, Rightsizing, Reductions-in-Force: A Rose by Any Other Name is Still Employment Loss**

Recently, the U.S. unemployment rate hit a 26-year high. Employers faced with the lingering effects of last year's unprecedented downturn continue to modify their employment levels.

At this breakfast briefing, we will cover:

1. The mistakes employers have made, and can make, when they impose furloughs.
2. The various phases of a successful reduction-in-force.
3. The do's and don'ts of using the various tools of risk management in a RIF (e.g., effective separation agreements, voluntary retirement programs, lawful selection criteria).
4. Unemployment Insurance issues.
5. Federal and State Warn Act issues.

### SESSION THREE

## Drafting Effective Internet and Electronic Workplace Policies – Blogs, Twitter, Facebook, LinkedIn, and MySpace

The evolution of our electronic world has greatly impacted the workplace. Blackberries, iPhones, cell phones with cameras, GPS devices, laptops, etc. have increased productivity and have spawned an explosion in on-line social networking. The use of these networks by employees offer potential value to employers and, at the same time, expose an employer to serious risk if abused.

This briefing session will explore the potential value of these changes, e.g., in using those sites to defend litigation, recruit, gather background information, and market. We will also explore the potential dangers, e.g., discovering protected activity or characteristics, defamation claims, privacy breaches, negligence, harassment, intellectual property issues, confidentiality, etc.

The ultimate goal is to enable employers to identify and assess the values and risks to their organization and draft appropriate policies to address and manage the new technology and social media.

### SESSION FOUR

## How the Obama Administration is Changing the Landscape for Employers

The Obama Administration has already appointed key Agency personnel and made dramatic legislative changes that favor organized labor and employees. More are planned over the next few months. Employers need to understand how these changes are likely to impact their workforce and determine how best to adapt and react to the changes.

We have scheduled this briefing for February 2010. However, depending on legislative or other developments, we reserve the right to move this briefing to an earlier date, in place of one already scheduled or change it to a seminar of a half or full day. Current topics include:

1. Status of health care reform and what it means for employers.
2. The Employee Free Choice Act – Labor Law Reform by the Democrats and the AFL-CIO.
3. The new members of the National Labor Relations Board and the expected agenda.
4. One year later – key court decisions interpreting The Lilly Ledbetter Fair Pay Act.
5. Status of other legislation and Executive Orders.

## Announcing Our New Labor and Employment Law Blog

We recently launched the first management-focused online blog dedicated to labor and employment law issues affecting both large and small employers with operations in New York State. We invite you to visit and subscribe via RSS feed/email alert at: [www.nylaborandemploymentlawreport.com](http://www.nylaborandemploymentlawreport.com).

Current blog postings include:

- Union-Free Employers Have a Lot to Fear in 2010
- New York Department of Labor Releases New Form Required for Wage Rate Notice to New Hires
- State Health Commissioner Suspends Mandatory Flu Vaccination Requirement for Health Care Workers
- An Employment Litigator's Tips for Preparing Effective Performance Evaluations
- OSHA Publishes Proposed Rule to Adopt the Globally Harmonized Hazard Communication System

# BS&K's Statewide Labor and Employment Law Breakfast Briefing Series Registration

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**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 – \$25.00     General Public – \$35.00

For those HR Professionals who are between positions, we would like to offer “comps” to these seminars.

## Dates and Locations

Please indicate choice(s) of December, January and February dates.

### Albany

- Session 2: Dec. 7, 2009
- Session 3: Jan. 19, 2010
- Session 4: Feb. 26, 2010

The Desmond Hotel &  
Conference Center  
660 Albany-Shaker Road  
518-869-8100

### Batavia

- Session 2: Dec. 16, 2009
- Session 3: Jan. 20, 2010
- Session 4: Feb. 11, 2010

The BEST Center @  
Genesee Community College  
One College Road  
585-345-6868

### Binghamton

- Session 2: Dec. 8, 2009
- Session 3: Jan. 28, 2010
- Session 4: Feb. 9, 2010

Holiday Inn Arena  
2-8 Hawley Street  
607-722-1212

### Buffalo

- Session 2: Dec. 8, 2009
- Session 3: Jan. 26, 2010
- Session 4: Feb. 25, 2010

Hyatt Regency  
Two Fountain Plaza  
716-856-1234

### Corning

- Session 2: Dec. 10, 2009
- Session 3: Jan. 13, 2010
- Session 4: Feb. 24, 2010

The Radisson Hotel Corning  
125 Denison Parkway East  
607-962-5000

### Melville

- Session 2: Dec. 4, 2009
- Session 3: Jan. 15, 2010
- Session 4: Feb. 24, 2010

Melville Marriott Long Island  
1350 Old Walt Whitman Road  
631-673-4325

### Kingston

- Session 2: Dec. 3, 2009
- Session 3: Jan. 27, 2010
- Session 4: Feb. 10, 2010

Holiday Inn Kingston  
503 Washington Avenue  
845-338-0400

### New York City

- Session 2: Dec. 8, 2009
- Session 3: Jan. 19, 2010
- Session 4: Feb. 10, 2010

BS&K New York Office  
330 Madison Avenue  
646-253-2300

### Rochester

- Session 2: Dec. 4, 2009
- Session 3: Jan. 22, 2010
- Session 4: Feb. 12, 2010

Woodcliff Hotel & Spa  
199 Woodcliff Drive  
Fairport  
800-365-3065

### Syracuse

- Session 2: Dec. 15, 2009
- Session 3: Jan. 15, 2010
- Session 4: Feb. 23, 2010

Sheraton Syracuse University  
Hotel & Conference Center  
801 University Avenue  
800-395-2105

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: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_ E-Mail: \_\_\_\_\_

*Refunds will only be made for cancellations received no fewer than 5 business days before event.*

Register online at [www.bsk.com](http://www.bsk.com) or complete and return the registration form to:

Ms. Toko Moyo, Bond, Schoeneck & King, PLLC, One Lincoln Center, Syracuse, NY 13202

Fax: 315-218-8100    Questions: 1-800-339-8897    E-mail: [tmoyo@bsk.com](mailto:tmoyo@bsk.com)

Please make checks payable to Bond, Schoeneck & King, PLLC.

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