

## 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

- BS&K Clients / SHRM Members – \$130.00  
(three or more \$110.00 each)
- General Public – \$175.00  
(three or more \$155.00 each)

### Dates and Locations (check one)

- Albany, June 10, 2008, The Desmond
- Buffalo, May 20, 2008, Hyatt Regency
- Corning, May 14, 2008, Radisson Hotel
- Syracuse, June 3, 2008, University Sheraton

Register online at [www.bsk.com](http://www.bsk.com)

or by returning the registration form below to:

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

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The following people will also attend:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

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

Please make checks payable to Bond, Schoeneck & King, PLLC  
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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** BOND, SCHOENECK & KING, PLLC  
One Lincoln Center, Syracuse, NY 13202-1355

## If it involves your workplace, we can help.

With 67 labor, employment, and employee benefits attorneys, BS&K is here to help you with all of your workplace needs. We pride ourselves on the depth of our knowledge, experience, and resources. We are committed to client service, personal attention, and around-the-clock responsiveness as we assist you with the full range of labor, employment, and employee benefits challenges that confront your workplace.

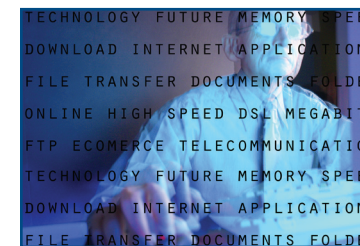
- Preventive Counseling
- Collective Bargaining
- Unfair Labor Practice Defense
- Discrimination Litigation Defense
- Employee Handbook, Personnel Policies and Benefit Plan Review
- ERISA Litigation
- Harassment and Diversity Training
- Immigration Services
- OSHA Compliance
- Union Avoidance
- Wage-Hour Audits

# BS&K Workplace 2008

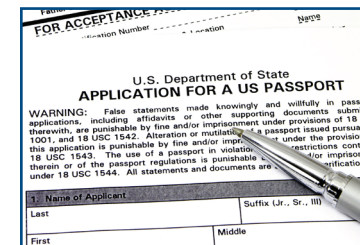
## 9th Annual All Day Conference



**Albany**  
June 10, 2008  
The Desmond



**Buffalo**  
May 20, 2008  
Hyatt Regency



**Corning**  
May 14, 2008  
Radisson Hotel



**Syracuse**  
June 3, 2008  
Sheraton Syracuse



Co-Sponsored by the  
NYS Society for  
Human Resource Management



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The legal and practical issues that employers face have become increasingly complex. Employers need to know the steps they can take to avoid, or at least minimize, the liability associated with their employment decisions. Mindful of this need, we have developed an agenda covering a range of topics designed to assist employers with their risk management efforts.

**7:45 – 8:15**

### Registration and Continental Breakfast

**8:15 – 8:30**

### Introduction and Welcoming Remarks

**8:30 – 9:00**

### Update on Major Workplace Developments

**9:00 – 10:30**

### Successfully Managing Leaves of Absence

- Leaves of absence as a reasonable accommodation
- Minimizing the impact of protracted leaves of absence
- Recognizing FMLA issues and review of proposed FMLA regulations

**10:30 – 10:45**

### Break

**10:45 – 12:00**

### Breakout Session A (Choose one)

#### Conducting a Human Resources Audit

- How to conduct a human resources audit without creating harmful documentation
- Review of workplace laws unique to New York State
- Review of handbooks and policies

#### Recent Developments in the Electronic Workplace

- Privacy rights and employees' use of computers
- How to respond to an employee's inappropriate use of computer systems
- Employer's obligations concerning the retention of electronic data

#### All Good Things Must Come To An End: Knowing How and When to Terminate Employee Benefits

- Terminations, leaves of absence, strikes, and layoffs
- Negotiating separation agreements
- FMLA and USERRA issues
- Required labor law notices
- Related employee benefits issues

**12:00 – 12:45**

### Lunch

**12:45 – 1:15**

### Luncheon Program: Legal Jeopardy

- Quiz game addressing a variety of human resources issues

**1:15 – 2:30**

### Breakout Session B (Choose one)

#### Immigration Law: A World of Enforcement and Opportunity

- Federal, state and local immigration law developments
- Employing professionals in the global labor market
- Temporary and permanent employment visa sponsorship
- Social Security no-match, E-Verify and I-9 regulations

#### Conducting a Human Resources Audit

- How to conduct a human resources audit without creating harmful documentation
- Review of workplace laws unique to New York State
- Review of handbooks and policies

#### The Evolving Theory of Harassment: Are You Doing Everything You Can To Defend Against Harassment Claims?

- Using policies and training to prevent harassment
- Understanding the full range of harassment claims that can be brought against an employer
- Workplace bullying

**2:30 – 2:45**

### Break

**2:45 – 4:00**

### The BSK Players Present: A Two Act Play

1. Familial / caregiver discrimination issues
2. Retaliation issues after Burlington Northern

#### PHR and SPHR Credit

Approval is pending for recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) for this program. For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

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

From the South or from the West: Take NYS Thruway North to Exit 24. After toll booths, take Adirondack Northway (I-87) North "Montreal and Saratoga" to Exit #4 "Albany Airport" exit. At the end of the ramp, go left onto Wolf Road. At next traffic light, go left on Albany-Shaker Road. You will pass under the highway, proceed straight through the next intersection. The Desmond Hotel is the next building on your left.

From the East: Take Mass Turnpike West to Exit B1, "I-90 Albany West". Remain on I-90 West for 15-20 miles, viewing downtown Albany to your left about mid-way. Stay on I-90 until you see signs for "Montreal, North". Go North on the Adirondack Northway "Montreal" I-87 to Exit #4 "Albany Airport". At bottom of ramp, go left onto Wolf Road. At next traffic light, go left onto Albany-Shaker Road. You will pass under the highway, proceed straight through the next intersection. The Desmond Hotel is the next building on your left.

From the North: Take the Adirondack Northway (I-87) to Exit #4 "Albany Airport/Wolf Road". On ramp, bear to the right. At end of ramp, there is a traffic light. Go left onto Old Wolf Road. At the next traffic light, go right onto Albany-Shaker Road and take an immediate left into the parking lot.

#### Hyatt Regency, Two Fountain Plaza, Buffalo, 716-856-1234

From the East: I-90 West to Exit #51W (Rt. 33 West). The expressway will end and place you on Goodell St. West. Bear to the left onto Pearl St. (Rt. 5 West). Hyatt is past the 3rd light on the left side.

From the West: I-90 East to I-190 North. Exit at Niagara St. and turn right (heading south). Turn left onto W. Huron St. and follow to Pearl St. Turn right onto Pearl St. Hyatt will be on the immediate left side.

From the North: I-190 South. Exit at Niagara St. and turn right (heading south). Turn left onto W. Huron St. and follow to Pearl St. Turn right onto Pearl St. Hyatt will be on the immediate left side.

From the South: Follow the directions from the West.

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

Syracuse & points south of Syracuse: Take I-81 South to Rt. 17 West.

From Route 17: Take Rt. 17 Exit 47, Downtown Corning Exit. Turn right at the top of the ramp, then turn left at the traffic light onto Rt 352 West. As you enter Corning, the Radisson Hotel Corning will be at the third traffic light on the right.

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

From the East: Take the NYS Thruway (I-90) West to Exit 34A. Take Route 481 South to I-690 West. Take I 690 West to the Teall Avenue Exit. Turn left onto Teall Avenue and go to the 2nd light. Turn right onto Erie Blvd. East and go to University Avenue. Turn left onto University Avenue and go 7 blocks up the hill. The hotel is on the left.

From the West: Take the NYS Thruway (I-90) East to Exit 39. Take I-690 East to I-81 South. Take I-81 South to Exit 18 (Adams/Harrison Street Exit). Bear left on the exit ramp and go under the I-81 bridge (Almond Street). Go to the 2nd light. Turn left onto East Adams Street and go to the 4th light. Turn right onto University Avenue and go 2 blocks. The hotel is on the left.

From the North: Take I-81 South to Exit 18 (Adams/Harrison Street Exit). Bear left on the exit ramp and go under the I-81 bridge (Almond Street). Go to the 2nd light. Turn left onto East Adams Street and go to the 4th light. Turn right onto University Avenue and go 2 blocks. The hotel is on the left.

From the South: Take I-81 North to Exit 18 (Adams/Harrison Street Exit). Turn right onto East Adams Street and go to the 4th light. Turn right onto University Avenue and go 2 blocks. The hotel is on the left.