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*Labor and
Employment
Law*

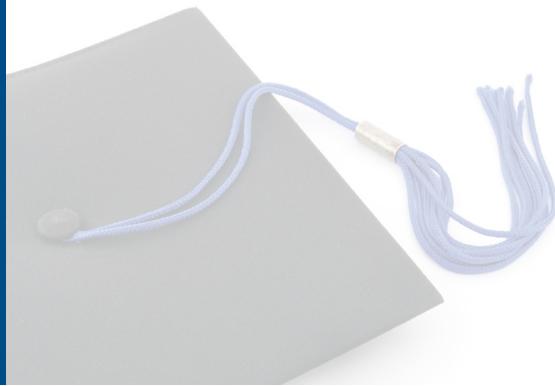
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What You Need To Know To Avoid Employment Law Issues In Your Workplace

FALL 2009 CALENDAR

Invaluable Information For:

- Business Owners
- Human Resource Professionals
- Others Performing the Human Resource Function, including, Executive Directors, Business and Office Managers, Operations Managers, and Others



In Conjunction With

thechamber
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Academy Overview

In today's workplace, it is imperative to understand the far-reaching effects of employment laws and regulations that impact each and every business. Failure to do so may result in significant administrative fines or costly legal judgments.

The Academy program is your one-stop solution. This program will provide participants with a comprehensive review of employment laws – from screening and hiring, to wage and hour issues, to performance management and terminations.

Presented by recognized leaders in employment law and human resources, the Academy will focus on practical workplace applications that will prepare you to deal with the real-life issues you face every day.

Program Agenda

8:00 - 8:30 a.m.

Registration and Continental Breakfast

8:30 - 10:00 a.m.

Program Topic A

10:00 - 10:15 a.m.

Break

10:15 - 11:30 a.m.

Program Topic B

2009 Fall Program

September 29, 2009

You'll Be Out For HOW Long? How to Appropriately Respond to an Employee's Request for a Protected Leave of Absence

Sarah Delaney Vero, Esq.

Invariably, every employer must cope with employee absences due to illness, injury, disability or military service. When a request for such a leave of absence comes to you, are you equipped to appropriately respond? Through a discussion of the evolving requirements of the ADA, the FMLA, USERRA and related state laws, participants will learn when leave is protected, a step-by-step approach for responding to a request for protected leave, and how to meet all legal obligations while avoiding common mistakes.



Managing Employee Performance – From Coaching to Terminations

John M. Bagyi, Esq., SPHR

As challenges to employment decisions continue to grow, this session will provide participants with the tools needed to manage employee performance, maintain positive employee relations, and successfully defend employment decisions, regardless of the challenge. Through a review of mistakes employers commonly make, participants will gain insight into how employee discipline and discharge are scrutinized by jurors, administrative judges, and other third parties, and will learn how to avoid making similar mistakes that adversely affect employee relations and could result in legal liability.



2009 Fall Program

October 15, 2009

Compensation Fundamentals

*Diane Lustenader, SPHR, CCP, GHP
Lake Associates, Inc.*

This program will present fundamental information about compensation systems to business owners and managers in easy-to-understand terms. The session will present an approach to creating a market-centered compensation system – a critical instrument in every company's talent management arsenal. This session will include presentation and discussion of market pricing steps, affordable data source selection and collection, data integrity, job matching, choosing, blending and weighing multiple data points, aging data, geographic differentials and methods to avoid common pitfalls.



The Building Blocks of Benefits Knowledge: COBRA Continuation Coverage

Amelia M. (Amy) Klein, Esq.

There is no benefits issue that impacts employers on a day-to-day basis more than the continuation of group health coverage under COBRA. This statute provides both substantial employee-centric rights and substantial liability to employers who do not administer its requirements properly. In this session, you will learn how to interpret whether COBRA applies to various benefits, and how to manage your COBRA liability.



November 19, 2009

A Roadmap for Conducting Legal And Effective Workplace Investigations: Steering Clear of the Pitfalls

Sarah Delaney Vero, Esq.

In today's workplace, investigations into workplace harassment, theft and other forms of employee misconduct are commonplace. This presentation will discuss how to effectively and legally conduct workplace investigations by addressing difficult issues including, where to start an investigation, who should be interviewed, how to handle a difficult witness or one who refuses to participate, and the rights of employees during investigatory interviews. This presentation will address these and other difficult issues and will give you the tools you need to conduct workplace investigations.



Labor Relations –

What You Need to Know, Before It's Too Late

John M. Bagyi, Esq., SPHR

Difficult economic times often result in uncertainty in the workplace - uncertainty that can be seized upon by labor organizations searching for new members. This session will address how to create and maintain a union-free culture, the early warning signs of organizing activity, appropriate and inappropriate responses to such activity, the campaign and election process, and how collective bargaining works.



Directions to The Desmond Hotel & Conference Center

660 Albany-Shaker Road, Albany, 518-869-8100, www.desmondhotelsalbany.com

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.

Registration

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 / Albany-Colonie Chamber Members: \$45.00; General Public: \$50.00
 Advanced Registration for all three sessions: \$125.00

Dates and Topics (check one or more)

- September 29: Sick, Injured & Disabled Employees / Performance Management & Progressive Discipline
 October 15: Compensation Fundamentals / COBRA Continuation Coverage
 November 19: Workplace Investigations / Labor Relations

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.

Register online at 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

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.