



*Labor and
Employment
Law*

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

FALL 2010 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**



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.

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

Program Agenda

8:00 - 8:30 a.m. Registration and Continental Breakfast	10:00 - 10:15 a.m. Break
8:30 - 10:00 a.m. Program Topic A	10:15 - 11:30 a.m. Program Topic B

2010 Fall Program

September 22, 2010

When and How to Contest an Unemployment Claim

John M. Bagyi, Esq., SPHR

Every employer experiences employee turnover and employee turnover can be costly when unemployment benefits are awarded. While the cost may not be felt right away, an experience rating increase will lead to greater expense. This presentation will provide an overview of the unemployment process and what does and does not disqualify an employee from receiving benefits, as well as practical advice on how to handle claims – from completing forms to handling the hearing.



Employee or Not an Employee? That is the Question.

Sanjeev K. DeSoyza, Esq.

Federal and state authorities have launched aggressive new efforts aimed at cracking down on employee misclassification. Are you at risk? This presentation will address common employer missteps, including misclassifying employees as exempt, as independent contractors, or as interns or volunteers; current legislative trends and enforcement efforts; applicable legal standards for employee classification as well as the consequences of misclassification. With practical advice on how to avoid misclassification, attendees will leave this program better equipped to successfully navigate these complex, turbulent waters.



2010 Fall Program

October 20, 2010

OSHA Basics: What Employers Need to Know Before an OSHA Inspection

The Occupational Safety and Health Administration (OSHA) has dramatically increased enforcement in the past two years, resulting in more workplace inspections and larger monetary penalties, both nationally and locally. This presentation will introduce employers to OSHA and the workplace safety regulations that OSHA enforces, as well as provide them with a step-by-step guide of what steps to take in the event of an OSHA inspection.

Michael D. Billok, Esq.



Couch Potato? Smoker? You're Fired!

The promise of lower health care costs and increased employee attendance and productivity has led to a dramatic increase in employers seeking to address employees' lifestyle choices such as diet, exercise, and consumption of alcohol and tobacco products. What type of information may be collected from employees? How can an employer use the information it receives? This presentation will answer these questions and instruct employers how to avoid liability while encouraging healthy lifestyles.

Sarah Delaney Vero, Esq.



November 17, 2010

How to Handle Difficult Discipline and Termination Scenarios

Disciplining or terminating an employee is never easy, but when an employee discloses her disability immediately after you place her on a performance improvement plan or announces her pregnancy the day before you planned to terminate her, things get a whole lot more challenging. This presentation will tackle these and other difficult scenarios and provide you with practical advice on how to both prepare and respond to them.

John M. Bagyi, Esq., SPHR



Health Care Reform Update – What Employers Need to Know Now!

With new information regarding the recently enacted Patient Protection and Affordable Care Act streaming in from so many sources, it can be difficult for employers to navigate. This presentation will provide an update on the complicated new law as it affects employers. We will focus on helping employers understand the implementation timeline and how it will impact how they provide and report the health insurance benefits to their employees.

*Carol A. Rappaport, CLU, ChFC, CLTC
President/Employee Benefit Specialist
The Capital Region Strategic Employee Benefit Services, LLC*



Directions to The Troy Hilton Garden Inn

235 Hoosick Street, Troy, 518-272-1700, www.troy.hgi.com

From The North: Take the Adirondack Northway/NY Route 87, South, to exit 7/Route 7, east towards Troy/Cohoes. Follow Route 7 over route 787, about 5 miles. At the bottom of the bridge, go straight through the light and proceed up the hill on Hoosick Street. The Hilton Garden Inn Troy will be three quarters of a mile up the hill on the left hand side.

From The South: Take the New York State Thruway/ I-87 North towards Albany. Merge onto I-787 North, via Exit 23 towards Downtown Albany/Rensselaer/Troy, for about 9 miles. Merge onto NY 7 via Exit 9E towards Troy/Bennington. Go East, up the hill, on Hoosick Street, at the light at the bottom of the bridge. The Hilton Garden Inn Troy will be three quarters of a mile up the hill, on the left hand side.

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: \$45.00; General Public: \$50.00
- Advanced Registration for all three sessions: \$125.00

Dates and Topics (check one or more)

- September 22: Handling Unemployment Claims / Employee or Not an Employee?
- October 20: OSHA Basics / Couch Potato? Smoker? You're Fired!
- November 17: Difficult Discipline & Termination Scenarios / Health Care Reform Update

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 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.