

BOND SCHOENECK
& KING

**Statewide Annual Full Day
Labor, Employment & HR Conference**

Workplace 2012

Albany | June 21, 2012 | Marriott on Wolf Road

Buffalo | May 31, 2012 | Hyatt Regency

Corning | May 23, 2012 | Radisson Hotel Corning

Melville | June 28, 2012 | Melville Marriott Long Island

New York City | June 21, 2012 | Harvard Club of New York City

Rochester | May 16, 2012 | RIT Inn and Conference Center

Saratoga Springs | May 18, 2012 | The Saratoga Hilton

Syracuse | June 7, 2012 | Holiday Inn Syracuse/Liverpool

**Co-Sponsored by the
NYS Society for Human Resource Management**



Overview

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

Agenda

7:45 – 8:15

Registration and Continental Breakfast

8:15 – 8:30

Introduction and Welcoming Remarks

8:30 – 9:45

Employment Law Update

- Overview of significant court decisions
- State and federal legislative and regulatory developments
- State and federal agency enforcement initiatives

9:45 – 10:00

Break

10:00 – 11:00

Challenges in the Modern Workplace: What Every HR Professional Must Know About Electronic Records Management & E-Discovery

- Understanding preservation obligations
- Identifying and avoiding legal pitfalls
- Developing pro-active retention strategies

11:00 – 11:15

Break

11:15 – 12:30

Breakout Session 1 (Choose one)

Mind Over Matter: Managing Mental and Emotional Leave Issues in the Workplace

- Understanding FMLA and ADA requirements for mental and emotional impairments
- Managing employees with substance abuse issues
- Identifying reasonable accommodation obligations

“Must Haves” for Effective Employee Handbooks

- Recognizing the significance of key handbook provisions
- Auditing your handbook to minimize legal exposure
- Policy checklists

Hot Topics in Employee Benefits

- Recent developments with Health Care Reform and the Marriage Equality Act
- Retirement plan fee disclosure and investment advice rules
- Use of electronic media for benefit plan administration

12:30 – 1:45

Lunch

1:45 – 3:00

Breakout Session 2 (Choose one)

Got It Covered? Often Overlooked Wage and Hour Issues For New York Employers

- Compensating employees properly
- Complying with meal period and other break requirements
- Satisfying record-keeping obligations

Your Employee Said WHAT on Facebook? – Next Steps for Managing Employee Social Media Use

- NLRB social media developments
- Avoiding Employer liability for employee social media use
- Managing employee privacy issues

Mind Over Matter: Managing Mental and Emotional Leave Issues in the Workplace

- Understanding FMLA and ADA requirements for mental and emotional impairments
- Managing employees with substance abuse issues
- Identifying reasonable accommodation obligations

3:00 – 3:15

Break

3:15 – 4:15

The Bond Players Present: “Lessons of the Day”

Directions

Albany Marriott, 189 Wolf Road, Albany 800.228.9290

From the North take 87 S to Exit 4, take left at Old Wolf Rd., turn left onto Albany Shaker Road, take right at Wolf Rd.

From the South take 87 N (NYS Thruway) to Exit 24, merge with 87N (Northway) at Exit 1N, depart Exit 4, take right at Wolf Rd.

From the East take 90 W to NY Thruway at Exit B1, depart 87N to Exit 4, take right at Wolf Rd.

From the West take 87E to Exit 24, merge with 87N (Northway) at Exit 1N, depart Exit 4, take right at Wolf Rd.

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.

RIT Inn & Conference Center, 5257 W. Henrietta Road, Rochester, 585.359.1800

From NYS Thruway Exit 46 go 390 North, take 1st exit (Lehigh Station Road). Make left onto Lehigh Road, go to first light. Make left at light onto W. Henrietta Road. RIT Inn is ¼ mile on right.

The Saratoga Hilton, 534 Broadway, Saratoga Springs, 518.584.4000

From the South: Take New York State Thruway (I-87 North) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 15. Turn left off exit. At the 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the East: Take the Massachusetts Turnpike - West to New York Thruway, take Exit B-1 (I-90 Bypass) to I-787 North for approximately 6 miles to Route 7 West for approximately 2 miles to Adirondack Northway (I-87) for approximately 22 miles to Exit 15. Turn left off exit. At 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the West: Take New York State Thruway (I-90 East) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 15. Turn left off exit. At the 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the North: Take Adirondack Northway (I-87 South) to Exit 15. Take right at exit. At the 4th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

Holiday Inn Syracuse/Liverpool, 441 Electronics Parkway, Liverpool, 315.457.1122

From the East or West: NYS Thruway (I-90) Exit 37. The hotel is directly across from the toll booth.

From the North or South: Interstate 81, Exit 25. Turn right onto 7th North Street and follow 1 mile to the end.

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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)

- Bond Clients / SHRM Members: \$140 (three or more \$120 each)
 General Public: \$185 (three or more \$165 each)

Dates and Locations

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Registration Form

Registrant 1

Attending: Albany, 6/21 Buffalo, 5/31 Corning, 5/23
 Rochester, 5/16 Saratoga, 5/18 Syracuse, 6/7

Full Name: _____

Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

E-mail: _____

Registrant 2

Attending: Albany, 6/21 Buffalo, 5/31 Corning, 5/23
 Rochester, 5/16 Saratoga, 5/18 Syracuse, 6/7

Full Name: _____

Title: _____

E-mail: _____

Registrant 3

Attending: Albany, 6/21 Buffalo, 5/31 Corning, 5/23
 Rochester, 5/16 Saratoga, 5/18 Syracuse, 6/7

Full Name: _____

Title: _____

E-mail: _____

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

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

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