

**BOND** SCHOENECK  
& KING

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**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**



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## 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”

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## Directions

### **Melville Marriott Long Island, 1350 Old Walt Whitman Road, Melville, 631.673.4325**

From Eastern Long Island: Take the Long Island Expressway (495) West to Exit 49 North (Route 110 Huntington). Stay on the Service Road and after the second light, the hotel is on the right hand side.

From Western Long Island: Take the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light into Old Walt Whitman Road. Stay on Old Walt Whitman Road and the hotel will be on the right side.

From the Northern State Parkway: Take the Northern State Parkway to Exit 40 South (Route 110 South). Continue to the westbound Service Road of the Long Island Expressway (495) West. Make a right onto the Service Road and the hotel will be on your right hand side.

From the Southern State Parkway: Take the Southern State Parkway to Exit 32 North (Route 110 Huntington) to the Service Road of the Long Island Expressway (495) West. Make a left onto the Service Road and the hotel will be on your right hand side.

From the Verrazanno Bridge, Staten Island, New Jersey and Brooklyn: Belt Parkway East to the Cross Island Parkway North to the Long Island Expressway (495) to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on your right hand side.

From Throgs Neck Bridge, Whitestone Bridge, Upstate NY and New England: Cross Island Parkway South to the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on the right hand side.

### **The Harvard Club of New York City, 27 West 44th Street, New York, 212.840.6600**

The Harvard Club of New York City is located between 5th Avenue and the Avenue of the Americas (6th Avenue) in the borough of Manhattan. 44th Street is one way east bound. Fifth Avenue is one way southbound (downtown.) Sixth Avenue is one way north bound (uptown.)

From HOLLAND TUNNEL: West (straight) on Laight Street. Turn right (north) (uptown) on West Side Highway. Turn right (east) on 44th Street.

From LINCOLN TUNNEL: Turn east (left) on 34th Street. North (uptown) (left) on 6th Avenue (Ave. of the Americas.) Right (east) on 44th Street.

From GEORGE WASHINGTON BRIDGE (Interstate 95): South (downtown) on Henry Hudson Parkway. Becomes West Side Highway. Turn left (east) on 44th Street.

From UPSTATE (Westchester County):

A. South (downtown) on Henry Hudson Parkway. Becomes West Side Highway. Turn left (east) on 44th Street.

OR

B. South (downtown) on Harlem River Drive. Becomes FDR Drive. Exit at 49th Street (Exit 10). West (straight) on 49th Street. Left (south) (downtown) on 7th Avenue. Left (east) on 44th Street.

From QUEENSBORO BRIDGE (59th Street Bridge): West (straight) on 59th Street. Left (south) (downtown) on 7th Avenue. Left (east) on 44th Street.

From QUEENS MIDTOWN TUNNEL: West (Right) on 34th Street. Right (north) (uptown) on 6th Avenue (Ave. of the Americas.) Right (east) on 44th Street.

From BROOKLYN BRIDGE: FDR Drive north (uptown.) Exit west (straight) on 42nd Street. Right (north) (uptown) on 6th Avenue (Ave. of the Americas.) Right (east) on 44th Street.

From BROOKLYN-BATTERY TUNNEL: Turn right (north) (uptown) on West Side Highway. Turn right (east) on 44th Street.

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**Bond, Schoeneck & King**  
**Workplace**  
**2012**

**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)**

- Bond Clients / SHRM Members: \$175 (three or more \$150 each)
- General Public: \$200 (three or more \$175 each)

**Dates and Locations**

**Melville**

June 28, 2012

Melville Marriott Long Island  
1350 Old Walt Whitman Road  
Melville, NY  
631.673.4325

**New York City**

June 21, 2012

Harvard Club of New York City  
27 West 44th Street  
New York, NY  
212.840.6600

**Registration Form**

Registrant 1 Attending:  Melville, 6/28  New York, 6/21

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

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

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Registrant 2 Attending:  Melville, 6/28  New York, 6/21

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

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

E-mail: \_\_\_\_\_

Registrant 3 Attending:  Melville, 6/28  New York, 6/21

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](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