

Bond

LABOR AND EMPLOYMENT LAW ACADEMY 2018

Fall 2018 Calendar

September 20

- Technology & Legal Exposure
- Maintaining a Professional Productive Workplace

October 9

- Leaves and Reasonable Accommodation Concerns

November 28

- Interns, Contractors and Volunteers
- What Went Wrong?

Location

Albany Marriott
189 Wolf Rd, Albany, NY 12205
518.458.8444

Registration Fees Per Person

Bond Clients: \$50; \$130 in advance for all three sessions

Non-Clients: \$75; \$200 in advance for all three sessions

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. Bond reserves the right to deny admission to any registrant.

Register: bsk.com/events



3.0 General HRCI Credits (per session)

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that each activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



3.0 SHRM PDCs (per session)

Bond, Schoeneck & King PLLC is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. Each program is valid for 3.00 PDCs for the SHRM-CP or SHRM-SCP.

Invaluable Information For

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

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 - 8:30 a.m.	Registration and Continental Breakfast
8:30 - 11:30 a.m.	Program

September 20

Harnessing Technology While Limiting Legal Exposure

Presented by John M. Bagyi, Esq., SPHR, SHRM-SCP

Technology has changed how organizations function and how and where employees perform their jobs. It has also given rise to a host of labor and employment law concerns. This session will provide practical guidance on some of the more pressing technology-related concerns, including, employees utilizing their own technological devices, wage and hour exposure arising from employees who are connected around-the-clock, electronic recordkeeping, employees “hijacking” their employer’s online presence, and the NLRB’s current position on employee use of employer e-mail for organizing activities.

Maintaining a Professional, Productive Workplace: Lessons Employers Should Draw From #MeToo and Other Recent Developments

Presented by Sanjeeve K. DeSoyza, Esq.

This program will update employers on prominent trends and changes in the law on workplace parity and safety and offer practical insights into their impact on effective harassment prevention techniques, pregnancy and other accommodation obligations, equal pay requirements, and violence prevention initiatives.

October 9

Leaves and Other Common Reasonable Accommodation Concerns – How To Do It Right

Presented by John M. Bagyi, Esq., SPHR, SHRM-SCP

This entire session will focus on disability-related leaves and other common reasonable accommodation concerns. Through a discussion of case studies based on real world scenarios, participants will learn how to reconcile their obligations under the Americans with Disabilities Act, the New York Human Rights Law, and the Family and Medical Leave Act and how to tackle some of the most common issues they will face, including requests for medical documentation, employees who obstruct the interactive process, leaves of absence that are repeatedly extended, and disciplining employees protected by the ADA/NYHRL/FMLA.

This session will consist of one topic, which will run from 8:30 a.m. to 11:30 a.m.

November 28

Interns, Contractors and Volunteers, Oh My!

Presented by Robert F. Manfredi, Esq.

In January 2018, the U.S. Department of Labor clarified its position of when interns working at for-profit employers are entitled to compensation under the Fair Labor Standards Act. Combined with the DOL’s withdrawal of its prior guidance regarding independent contractor status and the standards for determining whether to pay someone who is volunteering for an organization, an employer must be cautious when making a determination of when someone should or should not be classified as an employee. During this presentation we will provide the audience with an overview of the current status of the DOL’s position regarding interns, independent contractors, and volunteers, as well as practical tips for employers to mitigate the risk of liability.

What Went Wrong? Lessons Learned from a Variety of Cases

Presented by Michael D. Billok, Esq.

In the Navy, when a collision occurs or a ship runs aground, the fleet conducts ‘Lessons Learned’ training to trace fateful errors back to their source, so other ships do not repeat the same mistake. In this presentation covering recent cases, we will go beyond the headlines to learn where and how mistakes were made—so that mistakes are not repeated thereby avoiding an adverse verdict or bad press. Case examples of what not to do will include: handling of harassment complaints, employee terminations, handling of wage and hour complaints, employee classifications, and handling of whistleblower complaints, such as complaints voicing safety concerns.