

Hot Topics in Labor Law for Home Care Providers



June 13, 2019

Conference Center
130 East 59th Street
(Near Lexington Avenue)
Rooms 653/655
New York, NY 10022



Hot Topics in Labor Law for Home Care Providers



LABOR LAW

AGENDA

9:00am – 9:30am

Registration and Continental Breakfast

Sponsored by



9:30am to Noon PROGRAM

Co-Sponsored by:



Moderator—Tracy Miller, Deputy Chair, Health Care Practice Group

This Bootcamp brings you an all-star lineup of legal experts from a leading firm – all in one place, all at one time – to discuss a challenging, evolving area of vulnerability and compliance management for your agency: labor laws and regulations.

From a critical new decision by the state's Court of Appeals on 24-hour/live-in cases to the fine print of regulations governing paid leave, this program will address your biggest questions and compliance needs to curb risk, appropriately fulfill requirements, and manage your workforce in the face of new legal requirements.

Individual content experts from Bond, Schoeneck & King, PLLC will examine five specific topic areas, while providing you with the opportunity to ask questions, consider potential scenarios for risk, and gain a wider understanding of major legal considerations with profound implications for your organization.

Topics and Content Experts

1. 24-Hour/Live-In Cases and the 13-Hour Standard —The Court of Appeals Ruling and What It Means in Practice—Michael Collins
2. New York State Paid Family Leave and New York City Paid Sick Leave—Jessica Moller
3. New York State Sexual Harassment Law and New York City Requirements—Melisa Meyler
4. Current Developments in Immigration Law and the Implications for Health Care Providers—Joanna Silver
5. U.S. Department of Labor Proposal to Update FLSA's "Regular Rate" of Pay Regulations for Overtime Calculations and Exclusions—Tyler Hendry



Tracy Miller

Tracy is the Deputy Chair of the firm's Health Care and Long-Term Care Practice and Co-Chair of the firm's Cybersecurity and Data Privacy Practice. She concentrates her practice on health care, corporate law, compliance and data privacy and security. She assists health care organizations (health systems, hospitals, home care agencies, health plans, and other health care entities) in tackling the issues presented by the major transition underway in health care delivery, focusing on the legal and strategic challenges posed by new care delivery models – governance, corporate transactions, value-based payment, population health management, corporate compliance, data privacy, cybersecurity, clinical affiliations, and complex contractual relationships. Tracy currently advises three organizations building care coordination and population health management arrangements with hundreds of providers under the Delivery System Reform Incentive Payment (DSRIP) program in New York State.



Michael Collins

Michael represents management in all aspects of labor and employment law, including litigation, trials and appeals in federal and state courts, charges and hearings before federal and state agencies and at arbitration. His litigation experience includes defending claims of discrimination (race, sex, age, disability, religion, sexual orientation, marital status), sexual harassment, wrongful termination, constructive discharge, retaliation, wage and hour law violations, and claims under the Family Medical Leave Act (FMLA), Equal Pay Act, Fair Labor Standards Act (FLSA), National Labor Relations Act (NLRA), Employee Retirement Income Security Act (ERISA), Occupational Safety and Health Administration (OSHA), whistle-blower laws, restrictive covenants, employment contracts, workplace defamation and the ownership or control of closely held corporations.



Jessica Moller

As a management-side employment counselor and litigator, Jessica counsels clients on how to effectively navigate the web of employment laws, and successfully breaks down complicated legal requirements to an understandable level for her clients. Jessica has successfully represented employers in federal and New York State court in employment discrimination and retaliation cases involving claims under the civil rights statutes, successfully representing employers in defense of race, gender, age, disability, national origin and religion discrimination claims, and retaliation under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), FMLA, New York State Human Rights Law (NYSHRL) and New York City Human Rights Law (NYCHRL).



Melisa Meyler

Melisa regularly guides institutions and individuals in lawsuits involving federal and state constitutional issues, civil rights, intellectual property, employment law, education law and local government law. Melisa has advocated for her clients before the U.S. Department of Justice, the U.S. Department of Education, the U.S. Equal Employment Opportunity Commission, the New York State Attorney General, the New York Division of Human Rights, the Office of the Attorney General of Texas, and federal and state courts in New York and Texas. In addition to her litigation and investigations practice, Melisa assists her clients with training, policy manual review, ethics compliance, and business and employment contract review.



Joanna Silver

For more than 20 years, Joanna has served as both attorney-representative and confidant to colleges and universities. She has facilitated the immigration of international faculty to college campuses from more than 35 countries around the world by steering her institutional clients through the increasingly complex menu of work authorization options, including non-immigrant visa petitions (H-1B, O-1, etc.), immigrant visa petitions (PERM, outstanding professor or researcher, persons of extraordinary ability and special recruitment permanent residence petitions), and student issues (F-1, J-1, OPT, SEVIS, etc.). Joanna also advises her clients in employment issues, from Form I-9 compliance to taxation issues. Joanna regularly represents clients before the New York State Division of Human Rights and the U.S. Department of Education's Office for Civil Rights. In addition, she conducts training for academic administration, faculty and staff on such issues as the Family Educational Rights and Privacy Act (FERPA), business immigration, sexual harassment and board governance.



Tyler Hendry

Tyler concentrates his practice in labor and employment law on behalf of a diverse group of employers in the public and private sectors, including small businesses, large public companies, not-for-profit service organizations, and health care institutions. Tyler regularly advises on state and federal regulatory compliance issues, particularly wage and hour requirements under the Fair Labor Standards Act and the New York Labor Law and leave and accommodation issues under the Family Medical Leave Act. He also develops and revises employee handbooks, personnel policies, required notices and workplace postings, and conducts internal investigations into matters of employee conduct and discipline for both public and private-sector employers.

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Registration

Name: _____

Title: _____

Organization: _____

Mailing Address: _____

City/State/Zip: _____

Email: _____

(Required for registration)

Phone: _____

Cancellations received by June 6 are refundable less a 25% administrative fee. Cancellations must be received in writing via e-mail to info@hcanys.org. No refunds after that time or for no shows. Substitutions are permitted.



**Fax registration form to
(518) 426-8788.**

Registration Fee

___ HCA Members \$99 _____

___ Non-Members \$199 _____

Deadline for registration & payment is June 5, 2019

Payment

Please check method of payment:

___ MasterCard ___ VISA ___ Am Exp ___ Check*

*Make checks payable to: **HCA Education & Research**
Mail to: 388 Broadway, 4th Floor, Albany, NY 12207.
Checks must be received by June 6.

_____ Card Number

_____ Expiration Date Security Code

_____ Billing Address of Card Holder

_____ City, State, Zip

_____ Name on Card

_____ Authorized Signature