



LABOR & EMPLOYMENT LEGAL UPDATE

PLEASE JOIN US FOR A FREE MORNING CLIENT SEMINAR

THURSDAY, AUGUST 12, 2010

LOCATION:

Park Country Club • 4949 Sheridan Drive • Williamsville, NY 14221

7:45 - 8:00 a.m. - Breakfast & Registration

8:00 a.m. - 12:00 p.m. - Program

TOPICS OF DISCUSSION:

WORKPLACE INVESTIGATION TECHNIQUES

- When the duty to investigate is triggered
- Witness interview process and techniques
- Proper documentation
- Privacy rights: email and other searches
- Confidentiality concerns
- Ensuring that all possible sources of information are covered
- Final conclusion and disciplinary decisions

ACCOMMODATION PROCESS

- ADA and NY Human Rights Law accommodation issues and interplay with Family Medical Leave Act
- Overview of religious accommodations in the workplace

HEALTH CARE REFORM

- Immediate issues related to Patient Protection and Affordable Care Act (PPAC or PPACA)
- Health Care and Education Reconciliation Act (HCERA)
- Long term implications of the above laws. Some immediate concerns take effect in the fall of this year while others take effect in January 2011.

FOLLOWED BY QUESTIONS & ANSWERS

HARRIS BEACH LABOR & EMPLOYMENT ATTORNEYS PRESENTING

Karlee S. Bolaños Marnie E. Smith

Tracie L. Lopardi Joshua D. Steele

Jeffrey J. Weiss Kyle W. Sturgess

RSVP by August 5, 2010 to Danielle Savino, dsavino@harrisbeach.com or 1-800-685-4955 x1112

www.harrisbeach.com