

The Labor & Employment Practice Area
Invites You To Attend our Breakfast Seminar Series:

IS YOUR COMPANY READY FOR CHANGES TO THE LABOR & EMPLOYMENT LAW LANDSCAPE?

When:

Monday, April 27th
8 - 9:30 a.m.

Where:

Hiscock & Barclay
One Park Place, 300 S. State
Street, Syracuse, NY 13202

R.S.V.P.:

By April 22, 2009 to Deb Cole
at 315.425.2782 or by e-mail at
dcole@hblaw.com

A light breakfast will be provided.

FEATURED PRESENTERS**LAURENCE B. OPPENHEIMER**

Mr. Oppenheimer chairs the firm's Labor & Employment Practice Area. He has more than 25 years of experience in this field and has effectively represented employers in union elections, defended unfair labor practice charges, and negotiated union contracts. He has defended clients successfully against age discrimination, race discrimination and sexual harassment claims as well as claims involving employment class actions, severance benefits, Executive Order 11246 and the Worker Adjustment and Retraining Notification Act. Mr. Oppenheimer has successfully prosecuted claims involving breaches of non-competition and non-solicitation agreements, trade secrets, and other commercial torts. He has also counseled clients in employment practice audits, OSHA/safety compliance audits and he regularly conducts management training.

CHRISTOPHER J. HARRIGAN

Mr. Harrigan focuses his practice on representing employers in labor and employment matters. Mr. Harrigan has substantial experience litigating in federal and state courts and regularly represents clients in administrative proceedings with federal and state agencies, including the Equal Employment Opportunity Commission, the National Labor Relations Board, the United States and New York State Departments of Labor, and the New York State Division of Human Rights. He has extensive experience counseling clients and litigating claims regarding workplace discrimination, wage and hour violations, employee theft, and the enforcement of restrictive covenants/non-competition agreements.

Join the discussion regarding the recently enacted and proposed legislation that will have profound impacts on all employees.

After weeks of pro-labor efforts to gain congressional support for the passage of the Employee Free Choice Act ("EFCA"), EFCA was re-introduced into the U.S. House of Representatives (H.R. 1409) and the Senate (S.560) on March 10, 2009, months ahead of when it was previously expected. If passed, EFCA will result in the most significant changes to the National Labor Relations Act since its passage more than 70 years ago. Is your organization ready for the challenges ahead?

In addition to EFCA, we will also briefly review other labor and employment legislation which was introduced during the last congressional term and is likely to be re-introduced to the 111th Congress. And, because New York employers must understand their obligations under the recently enacted New York WARN Act and recent COBRA amendments, we will discuss those statutes with you as well.