



North Country Human Resources Association, Inc.

Society for Human Resource Management (SHRM) Affiliated Professional Chapter #0559

Serving North Country HR Managers since 1998

Website: <http://northcountryhra.org>

Newsletter – March 2010

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lastorey@shsny.com
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782-1000 ext. 2318
gpearsall@wdt.net

March Member's Meeting

DATE:	Tuesday, March 23, 2010
SITE:	TIFFANY ROOM , Best Western, Watertown
TIME:	8:00 AM to 10:00 AM (2-hours)
TOPIC:	Department of Labor Update and Seminar
SPEAKER:	Joseph Jakubowski, Supervising Investigator for the Syracuse District of the Division of Labor Standards
MENU:	Breakfast Buffet
COST:	\$10.00 Paid Members \$12.00 Potential Members & Guests \$5.00 Non-Dining Members
RSVP:	Cherie Moore – Treasurer cherie.moore@na.manpower.com by 4 PM Tuesday, March 16, 2010

March's Topic... This seminar will include information on definition of employee/working time, minimum wages, meal periods/breaks/hours of work, overtime/agreed wages, payment frequencies, deductions, fringe benefits, record keeping, wage statements, postings, terminations, warn notice requirements, and more.

Cancellations:

We will make every effort to cancel the RSVP if given reasonable notice of cancellation. If NCHRA is charged for the meal, then you are responsible to pay for the meal.

Name tags will be provided at the door to help every one get to know their fellow members. Please remember to return them before leaving.

Remember...

- Bring your business cards with you to the monthly meetings to share and network with other members.
- At each meeting NCHRA Members can enter their business card in the door prize drawing for a free meal at the next meeting.
- The "*Sally Kafka Memorial Membership Drawing*" held in June 2010 awards a one year paid membership to the winner. Those members with perfect attendance at the monthly meetings (Sept-June) will be eligible for the drawing.

Message From The President

It's March already! Whether you're saying "Wow, where did the winter go!" or "It can't be over soon enough!", it's great to recognize that we are on the down side of the cold weather season and spring is just around the corner. We could all use some sunny days and warmer weather to get us rejuvenated and feeling livelier. Hopefully March will go out like a lamb and do the trick!

Meanwhile, we have a presentation for you on March 23 that should help "rejuvenate" your knowledge and application of the New York State labor standards. This will be a **comprehensive seminar** that is being presented around the state to employers and groups such as ours. The **new hiring agreement requirement will be included** along with a wide variety of other DOL requirements (see March's topic above). Joseph Jakubowski, a Supervising Investigator for the Syracuse District of the Division of Labor Standards, will be presenting this seminar and he will have two other co-workers with him to help answer your questions in detail. **Please note that this meeting will be two hours long due to the topic.** The usual buffet breakfast will be available within that time frame. It's going to be a very informative meeting that you won't want to miss. **Bring your co-workers** and your questions and walk away with answers.

As a follow up to last month's meeting, Lisa Storey will be sharing additional information on Wellness. Look for an email that will have some points that will compliment her PowerPoint handout. Feel free to forward your wellness-related questions to her....she's a wealth of knowledge. And if others have wellness-related experience or suggestions to share, please forward them to Cherie Moore to email to the group. It would especially be helpful to share any free incentives that you may be using, have tried or can suggest.

Be sure to check out the NCHRA June Conference information in this newsletter. It promises to be a stimulating day that will equip the HR Professional with skills to get through the tough times that exist for many of us today. Our new location, conference layout and limited number of vendors will compliment the program! Be sure to invite your co-workers.

Please do not forget to send your RSVP for the March DOL Seminar to Cherie Moore no later than Tuesday, March 16, 2010 by 4 PM (cherie.moore@na.manpower.com). We are applying for 1.5 HRCI credits for this meeting.



Kathleen Scheible, PHR
President, North Country Human Resources Association

Remaining 2010 Meeting Dates

All meetings will be held at the Watertown Best Western.

Tuesday, April 20, 2010	Background Checks/ Article 23
Tuesday, May 18, 2010	Employee Assistance Program and SHRM overview and benefits
Tuesday, June 8, 2010	4 th Annual NCHRA Conference

**** June Conference 2010 ****

North Country Human Resources Association, Inc. Conference

Tough Times Strong HR Leaders 2010

Society for Human Resource Management (SHRM)
Affiliated Professional Chapter #0559
serving North Country HR Managers
since 1998



Date: June 8, 2010

Drawing Prizes Include:

- Free SHRM Membership
- Free NCHRA Memberships

Time: 8:00 am to 2:30 pm
(7:15-8:00 registration & continental breakfast)

Location: State Office Building
317 Washington St
Photo ID Required

HRCI Credit for this conference is pending SHRM approval

A continental breakfast, lunch, and assorted beverages will be provided. This is included in your registration fee.

Parking: Access to Free Public Parking is available via Clinton St. or Stone St. Look for the public parking signs about half way down the block.

For out-of-town guests: Limited rooms are available at the Best Western. For more information contact the Best Western @ 315-782-8000. These rooms are only available through May 8, 2010. Please make your reservations early and be sure to notify the Best Western that you are with the North Country Human Resources Association Conference.

Directions from South (Syracuse): Take Route 81 to Exit 44 (Watertown Center). Take a left at the end of the ramp and turn right on Rt. 232. Go 2 miles and turn left on Route 11 North. Follow Route 11 North approximately 4 miles to the State Office Building.

Directions from North and East (St Lawrence County): Take Route 11 South to Watertown. Turn left on to Arsenal Street (Routes 3 & 12) toward downtown. Take first right at Public Square on to Washington Street. The State Office Building is one block (two stop lights) up on the left at the corner of Washington and Clinton Streets.

2010 Agenda

7:15 - 8:00 a.m.	Registration and Continental Breakfast
8:00 - 8:15 a.m.	Welcome, Introductions and Sponsor Recognition
8:15 - 9:45 a.m.	<i>Internal Investigations</i> Michael J. Sciotti, Esq. Partner, Hancock & Estabrook, LLP
9:45 - 10:05 a.m.	Break/Networking
10:05 - 11:35 a.m.	<i>Stop, Drop & Roll "Putting Out the Fire of Conflict"</i> Barbara Walker, MA ; Patricia Kelley Cope Consulting Services
11:35 a.m. - 12:35 p.m.	Lunch (Included)
12:35 - 12:50 p.m.	Sponsor Networking
12:50 - 2:20 p.m.	<i>HR's Leadership Role: Facilitating the Tough Conversations</i> Jim Mahan, Vital Work
2:20 - 2:30 p.m.	Closing Remarks, Door Prizes and Other Awards (Please complete your conference evaluation and drop it off at our registration desk)

Member*—Registration prior to or on May 1, 2010 - \$75

Member*—Registration after May 1, 2010 - \$100

Non-Member—Registration Prior to May 1, 2010 - \$125

Non-Member—Registration After May 1, 2010 - \$150

*Member includes SHRM, NCHRA, GWNCCC, Iroquois Assoc. or affiliated SHRM Chapters

Please return registration form and check payable to:

NCHRA
C/o Cherie Moore
PO Box 8302
Watertown, NY 13601
Phone: 315-376-6899
Fax: 315-362-9513
E-mail: cherie.moore@na.manpower.com

Co-sponsored by:

HANCOCK & ESTABROOK, LLP
COUNSELORS AT LAW

North Country Human Resources Association, Inc.

2010 HR Conference Tough Times—Strong HR Leaders



Please return registration form and check payable to:
North Country Human Resources Association (NCHRA)
Attn: Cherie Moore, PO Box 8302, Watertown, NY 13601

Name

Title

Organization

Address

Email

Phone

Make Selection Below:

Date: June 8, 2010 - Time: 8:00 am to 2:30 pm
(7:15-8:00 registration & continental breakfast)

Location: Dulles State Office Building
317 Washington St 11th Floor
Watertown NY 13601

Co-sponsored
by:

HANCOCK & ESTABROOK LLP
COUNSELORS AT LAW

Member*—Registration Prior to May 1, 2010 \$75

Member*—Registration After May 1, 2010 \$100

Non-Member—Registration Prior to May 1, 2010 \$125

Non-Member—Registration After May 1, 2010 \$150

* Member includes SHRM, NCHRA, GWNCCC, Iroquois Assoc. or affiliated SHRM Chapters

Employer CHIP Notice Now Available

On February 4, 2009, President Obama signed the Children's Health Insurance Program Reauthorization Act of 2009 (CHIPRA -Pub. L. 111-3). As part of the implementation of this law, the Departments of Labor (DOL) and Health and Human Services (HHS) have developed a model notice for employers to use to inform employees of potential opportunities available for group health plan premium assistance under state Medicaid and the Children's Health Insurance Program (CHIP).

The model notice must be provided to those employees who live in states that offer premium assistance under state Medicaid or CHIP (a recent listing of these states is found under **EMPLOYER CHIP NOTICE**, appearing later in this bulletin).

The notice must be provided annually on the first day of each plan year beginning on or after February 4, 2010. For March and April 2010 plan years, the initial distribution date has been deferred to May 1, 2010. **Calendar year plans will begin to comply as of January 1, 2011.**

The model notice is available at: <http://www.dol.gov/ebsa/chipmodelnotice.doc>.

Background

CHIPRA contains a number of provisions that impact group health plans. Effective April 1, 2009, CHIPRA created two new special enrollment rights when an employee and/or dependent loses eligibility for Medicaid or CHIP or gains eligibility for a state premium assistance subsidy.

Some states may make available premium assistance for certain eligible employees and their dependents. Generally, the states use funds from their Medicaid or CHIP programs to help people who are eligible for employer-sponsored health coverage receive premium assistance to enroll in the employer coverage. In order to take advantage of this, the individual must live in a state that offers such a program, be eligible for the program and have access to qualified employer-sponsored coverage.

Qualified employer-sponsored coverage means a group health plan (or health insurance coverage) offered through an employer that:

- Qualifies as creditable coverage,
- Has an employer contribution of at least 40% toward any premium for the coverage;
- Is offered in a manner that is nondiscriminatory under Code §105(h); and
- Is not health FSA coverage or a qualified high-deductible health plan coverage (as defined under Code § 223).

Generally, employers have two options when dealing with a state that provides premium assistance. If the employer has individuals who are eligible for the premium assistance, the employer may either receive the premium assistance payment directly from the state or opt-out. If the employer opts-out, the state pays the individual the premium assistance amount directly.

CHIPRA also imposes two new notice requirements on employers, the Employer CHIP Notice (described below) and a coverage coordination disclosure for reporting certain information to the state in order to evaluate whether the premium assistance program is cost effective. This second notice is not yet available.

EMPLOYER CHIP NOTICE

Who provides the notice?

Under CHIPRA, if an employer offers a group health plan in a state that provides premium assistance for the purchase of group health plan coverage, the employer is required to provide each employee that resides in that state with the Employer CHIP Notice.

As of January 22, 2010 the following states offer one or more programs that meet this standard:

- Alabama · Alaska · Arizona · Arkansas
- California · Colorado · Florida · Georgia
- Idaho · Indiana · Iowa · Kansas
- Kentucky · Louisiana · Maine · Massachusetts
- Minnesota · Missouri · Montana · Nebraska
- Nevada · New Hampshire · New Jersey · New Mexico
- New York · North Carolina · North Dakota · Oklahoma
- Oregon · Pennsylvania · Rhode Island · South Carolina
- Texas · Utah · Vermont · Virginia
- Washington · West Virginia · Wisconsin · Wyoming

Who receives the notice?

An Employer CHIP Notice must inform each employee of potential opportunities for premium assistance in the state where the employee resides, regardless of enrollment status. The state where the employee resides may be different from where the employer, the employer's principal place of business, the health plan, insurer or other service provider is located. Employers may provide the Employer CHIP Notice only to those employees residing in states with premium assistance programs, or for administrative ease, to all employees.

When should an employer provide the notice?

Employers are required to provide this notice by the date that is the later of:

- The first day of the first plan year after February 4, 2010, or
- May 1, 2010.

For plan years that begin between February 4, 2010 and April 30, 2010, the rule requires that the Employer CHIP Notice is provided by May 1, 2010.

For plan years beginning on or after May 1, 2010, the Employer CHIP Notice must be provided by the first day of the plan year. For calendar-year plans, the notice is due by January 1, 2011.

This notice will need to be provided annually. Each year, the DOL and HHS expect to update the notice and provide additional information, including any changes to the list of states that offer premium assistance programs.

How does an employer provide the notice?

The Employer CHIP Notice must be provided to each employee, regardless of enrollment status.

The notice may be provided when furnishing materials notifying the employee of health plan eligibility, concurrent with materials provided for open enrollment, or concurrent with

providing the summary plan description (SPD), as long as:

- Such materials are provided no later than the dates described above,
- The materials are provided to all employees entitled to receive the Employer CHIP Notice, and
- The Employer CHIP Notice appears separately and in a manner which ensures that an employee who may be eligible for premium assistance could reasonably be expected to appreciate its significance.

One effective delivery method would be to include this notice as a separate, prominent document contained in the open enrollment materials and new-hire packets.

The notice may be provided electronically to the extent the delivery mechanisms satisfy the general rules for electronic delivery already established by the DOL.

Are there penalties if an employer fails to provide the notice?

The DOL may assess a civil penalty of up to \$100 per employee per day against an employer who fails to provide the Employer CHIP Notice.

How will an employee know if he or she is eligible for premium assistance in his or her state?

Contact information for questions and additional information regarding the premium assistance programs is included in the model notice, as is a toll-free number, 1-877-KIDSNOW, and a Web site, www.insurekidsnow.com.

This information is intended to provide resources to assist an employee in determining whether he or she is eligible for premium assistance. If an employee is eligible for assistance, he or she should contact the plan administrator (generally the employer) to request a special enrollment opportunity and enroll in the group health plan.

WHAT SHOULD I DO?

Employers should:

- Review the states where employees reside to determine whether you are required to provide this notice.
- For March and April renewals, make sure to provide the Employer CHIP Notice no later than May 1, 2010. This may be included in enrollment materials. If open enrollment materials have already been issued, you will want to provide this as a separate stand-alone notice prior to May 1, 2010.
- For plan years that begin May 1, 2010 and later, include the Employer CHIP Notice in enrollment materials.
- Annually, include this notice (and any updates) in enrollment materials;
- Honor special enrollment requests consistent with the requirements under CHIPRA;
- If applicable, determine whether to opt-out of receiving a premium assistance payment directly from the state; and
- Continue to monitor developments.

MODEL NOTICE

Medicaid and the Children's Health Insurance Program (CHIP) Offer Free Or Low-Cost Health Coverage To Children And Families

If you are eligible for health coverage from your employer but are unable to afford the premiums, some states have premium assistance programs that can help pay for coverage. These states use funds from their Medicaid or CHIP programs to help people who are eligible for employer-sponsored health coverage, but need assistance in paying their health premiums.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a state listed below, you can contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, you can contact your State Medicaid or CHIP office or dial **1-877-KIDS NOW** or at www.insurekidsnow.gov to find out how to apply. If you qualify, you can ask the state if it has a program that might help you pay the premiums for an employer-sponsored plan.

Once it is determined that you or your dependents are eligible for premium assistance under Medicaid or CHIP, your employer's health plan is required to permit you and your dependents to enroll in the plan – as long as you and your dependents are eligible, but not already enrolled in the employer's plan. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance**.

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of January 22, 2010. Contact your state for further information on eligibility.

ALABAMA – Medicaid	CALIFORNIA – Medicaid
Website: http://www.medicaid.alabama.gov Telephone: 1-800-362-1504	Website: http://www.dhcs.ca.gov/Pages/default.aspx Telephone: 1-800-635-2570
ALASKA – Medicaid	COLORADO – Medicaid and CHIP
Website: http://health.hss.state.ak.us/dpa/programs/medicaid/ Telephone (Outside of Anchorage): 1-888-318-8890 Telephone (Anchorage): 907-269-6529	Medicaid Website: http://www.colorado.gov/ Medicaid Telephone: 1-800-866-3513 CHIP Website: http:// www.CHPplus.org CHIP Telephone: 303-866-3243
ARIZONA – CHIP	
Website: http://www.azahcccs.gov/applicants/default.aspx Telephone: 602-417-5422	
ARKANSAS – CHIP	FLORIDA – Medicaid
Website: http://www.arkidsfirst.com/ Telephone: 1-888-474-8275	Website: http://www.fdhc.state.fl.us/Medicaid/index.shtml Telephone: 1-866-762-2237
GEORGIA – Medicaid	MONTANA – Medicaid
Website: http://dch.georgia.gov/ Click on Programs, then Medicaid Telephone: 1-800-869-1150	Website: http://medicaidprovider.hhs.mt.gov/clientpages/clientindex.shtml Telephone: 1-800-694-3084
IDAHO – Medicaid and CHIP	NEBRASKA – Medicaid
Medicaid Website: www.accesstohealthinsurance.idaho.gov Medicaid Telephone: 208-334-5747 CHIP Website: www.medicaid.idaho.gov CHIP Telephone: 1-800-926-2588	Website: http://www.dhhs.ne.gov/med/medindex.htm Telephone: 1-877-255-3092
INDIANA – Medicaid	NEVADA – Medicaid and CHIP
Website: http://www.in.gov/fssa/2408.htm Telephone: 1-877-438-4479	Medicaid Website: http://dwss.nv.gov/ Medicaid Telephone: 1-800-992-0900 CHIP Website: http://www.nevadacheckup.nv.org/ CHIP Telephone: 1-877-543-7669
IOWA – Medicaid	
Website: www.dhs.state.ia.us/hipp/ Telephone: 1-888-346-9562	

MODEL NOTICE

KANSAS – Medicaid	NEW HAMPSHIRE – Medicaid
Website: https://www.khpa.ks.gov Telephone: 1-800-635-2570	Website: http://www.dhhs.state.nh.us/DHHS/MEDICAIDPROGRAM/default.htm Telephone: 1-800-852-3345 x 5254
KENTUCKY – Medicaid	NEW JERSEY – Medicaid and CHIP
Website: http://chfs.ky.gov/dms/default.htm Telephone: 1-800-635-2570	Medicaid Website: http://www.state.nj.us/humanservices/dmahs/clients/medicaid/ Medicaid Telephone: 1-800-356-1561 CHIP Website: http://www.njfamilycare.org/index.html CHIP Telephone: 1-800-701-0710
LOUISIANA – Medicaid	
Website: www.dhh.louisiana.gov/offices/?ID=92 Telephone: 1-888-342-0555	
MAINE – Medicaid	NEW MEXICO – Medicaid and CHIP
Website: http://www.maine.gov/dhhs/oms/ Telephone: 1-800-321-5557	Medicaid Website: http://www.hsd.state.nm.us/mad/index.html Medicaid Telephone: 1-888-997-2583 CHIP Website: http://www.hsd.state.nm.us/mad/index.html Click on Insure New Mexico CHIP Telephone: 1-888-997-2583
MASSACHUSETTS – Medicaid and CHIP	
Medicaid & CHIP Website: http://www.mass.gov/MassHealth Medicaid & CHIP Telephone: 1-800-462-1120	
MINNESOTA – Medicaid	NEW YORK – Medicaid
Website: http://www.dhs.state.mn.us/ Click on Health Care, then Medical Assistance Telephone: 800-657-3739	Website: http://www.nyhealth.gov/health_care/medicaid/ Telephone: 1-800-541-2831
MISSOURI – Medicaid	NORTH CAROLINA – Medicaid
Website: http://www.dss.mo.gov/mhd/index.htm Telephone: 573-751-6944	Website: http://www.nc.gov Telephone: 919-855-4100
NORTH DAKOTA – Medicaid	UTAH – Medicaid
Website: http://www.nd.gov/dhs/services/medicalserv/medicaid/ Telephone: 1-800-755-2604	Website: http://health.utah.gov/medicaid/ Telephone: 1-866-435-7414
OKLAHOMA – Medicaid	VERMONT – Medicaid
Website: http://www.insureoklahoma.org Telephone: 1-888-365-3742	Website: http://ovha.vermont.gov/ Telephone: 1-800-250-8427
OREGON – Medicaid and CHIP	VIRGINIA – Medicaid and CHIP
Medicaid Website: http://www.oregon.gov/DHS/healthplan/index.shtml Medicaid Telephone: 1-800-359-9517 CHIP Website: http://www.oregon.gov/DHS/healthplan/app_benefits/ohp4u.shtml CHIP Telephone: 1-800-359-9517	Medicaid Website: http://www.famis.org/ Medicaid Telephone: 1-800-432-5924 CHIP Website: http://www.famis.org/ CHIP Telephone: 1-866-873-2647
PENNSYLVANIA – Medicaid	WASHINGTON – Medicaid
Website: http://www.dpw.state.pa.us/partnersproviders/medicalassistance/doingbusiness/003670053.htm Telephone: 1-800-644-7730	Website: http://ihrsa/sites/DCS/COB/default.aspx Telephone: 1-800-562-6136
RHODE ISLAND – Medicaid	WEST VIRGINIA – Medicaid
Website: www.dhs.ri.gov Telephone: 401-462-5300	Website: http://www.wvrecovery.com/hipp.htm Telephone: 304-342-1604
SOUTH CAROLINA – Medicaid	WISCONSIN – Medicaid
Website: http://www.scdhhs.gov Telephone: 1-888-549-0820	Website: http://dhs.wisconsin.gov/medicaid/publications/p-10095.htm Telephone: 1-800-362-3002
TEXAS – Medicaid	WYOMING – Medicaid
Website: https://www.gethipptexas.com/ Telephone: 1-800-440-0493	Website: http://www.health.wyo.gov/healthcarefin/index.html Telephone: 307-777-7531

To see if any more states have added a premium assistance program since January 22, 2010, or for more information on special enrollment rights, you can contact either:

U.S. Department of Labor
Benefits Security Administration
www.dol.gov/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human Services Employee
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
1-877-267-2323, Ext. 61565

NYS DOL Issues Revised Regulations on the New York WARN Act

On February 12, 2010, the New York State Department of Labor issued [revised, emergency regulations](#) concerning the New York State Worker Adjustment and Retraining Notification Act ("NY WARN Act"), Section 860 of the New York Labor Law. The revised regulations are effective immediately and replace the regulations first published by the agency in January 2009. The NY WARN Act requires 90 days advance notice to employees and other designated officials prior to a mass layoff, plant closing, relocation or covered reduction in hours, which, in general, affects 25 or more employees.

Employers considering upcoming employee layoffs or plant shutdowns should review closely the revised regulations. Included among the many changes made by the revised regulations are the following:

- use of email to notify employees;
- a requirement that the notice from the employer be signed by an individual who can bind the employer and that the individual attest to the truthfulness of all information contained in the notice;
- an expansion of the types of information that must be included on the various notice forms; and
- a specification that an employer's violation of NY WARN may be shared with other public entities in New York

BSK, PLLC Labor & Employment Law Information Memo

BS&K Upcoming Seminars

Workplace 2010

11th Annual Statewide Conference For HR Professionals

Topics To Include:

Employment Law Update

Employee Benefits Update

Social Networking

**Religious Discrimination,
Accommodation and Retaliation**

Workplace Investigations

FMLA Issues

Union Avoidance

**More details to follow
in the mail and at www.bsk.com**

Albany
June 15, 2010

Buffalo
May 25, 2010

Corning
May 12, 2010

Melville
June 22, 2010

New York
June 23, 2010

Rochester
May 18, 2010

Saratoga Springs
May 27, 2010

Syracuse
June 24, 2010



Attorney Advertising

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Announcing New HR Blog

www.nylaborandemploymentlawreport.com

Bond, Schoeneck & King's Labor and Employment Law, Employee Benefits and Executive Compensation, and Immigration Law Practice invites you to subscribe to our new Labor and Employment Law Blog via RSS feed/email alert.

BS&K recently launched the first management-focused online blog dedicated to labor and employment law issues in New York State. The New York Labor and Employment Law Report is dedicated to current issues affecting both large and small employers with operations in New York State. Current blog postings include:

- What Should You Do When the Office of Fraud Detection and National Security Knocks?
- Avoid A Few Common Mistakes When Conducting Background Checks
- Employee Endorsements Can Now Lead To Employer Liability
- A Trap for the Unwary: "Professional" Duties and the Professional Exemption
- EEOC Releases 2009 Statistics on Charges and Litigation
- Health Care Reform: Where Do Things Stand for Employers?
- "Pension Reform Act" Creates a New Tier V Pension Classification for Public Employees
- New York DOL Issues New Guidelines and Forms Addressing Employer Obligations Under Section 195(1)

BS&K has one of the largest Labor and Employment Law practices in the Northeast, with 70 labor, employment law, employee benefits and immigration attorneys. The Firm has represented management in labor, employment and employee benefits issues since the passage of the National Labor Relations Act in 1935. This representation encompasses all industries including construction, municipalities, manufacturing, financial, the service industry, engineering, healthcare, school districts and higher education. BS&K is ranked third in the nation among general practice firms by concentration of labor and employment law attorneys. Currently, 19 of BS&K's Labor and Employment Law attorneys are listed in the latest edition of *The Best Lawyers in America*® 2010*, more than any other firm in New York State. In addition, 4 of our Employee Benefits attorneys are listed in *Best Lawyers*.

"We see our blog as a valuable resource for our clients and others who are seeking current information on issues facing their businesses and their employees, especially those with operations in New York, which is our focus," stated Louis DiLorenzo, Managing Partner of the Firm's New York City and Garden City offices and Chair of the Firm's Labor and Employment Law, Employee Benefits and Executive Compensation, and Immigration Law Practice. "Our attorneys are committed to staying up to date on all labor and employment law issues, and our blog is another vehicle for us to provide this information to our clients and other readers."

In addition to the New York Labor and Employment Law Report, BS&K reaches out to clients through numerous seminars and webinars, in-house training and presentations, and on-line Information Memos and Client Alerts. The Firm has more experienced labor and employment lawyers in offices across New York State (New York City, Long Island, Albany, Syracuse, Rochester and Buffalo) than any other law firm.

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HARNESSING YOUR HUMAN ASSETS
2010 NYS SHRM ANNUAL CONFERENCE & SOLUTION CENTER
SARATOGA SPRINGS, NY

SAVE THE DATE

September 12-14, 2010
Saratoga Hilton/City Center

Keynote Speaker:



***Renowned entrepreneur, speaker, author and
winner of the first season of "The Apprentice".***

***All full conference attendees receive a free copy of Bill Rancic's book, "You're Hired: How to
Succeed in Business and Life".***

New conference attraction: Golf outing on Sunday Sept 12th.

Please go to www.nysshrm.org to submit speaker proposals and check out the exhibitor & sponsorship opportunities. A pre-registration page for attendees is also available. Fill it in and we'll email you when on-line registration is open.

