

# 17TH ANNUAL LABOR & EMPLOYMENT CONFERENCE

## Seminar

Amherst, NY  
November 3, 2011  
Event Sponsor: Hodgson Russ

November 3, 2011  
Amherst, NY

Buffalo/Niagara Marriott  
1340 Millersport Highway, Amherst, New York  
8:30 a.m. – 1:30 p.m.

Who should attend: In-house counsel, CEOs, CFOs, COOs, human resources professionals, benefits administrators, risk managers, and all interested managers

Welcome and Seminar Overview  
8:30 – 8:40 a.m.  
John J. Christopher

## Session 1

1.A. - NLRB Developments: A Year in Review and a Look Ahead  
Joseph L. Braccio and Emina Poricanin

1.B. - Social Networking Litigation Issues: Impact of Social Networking on Defense of Employment Litigation Claims  
Dina Allen and Elizabeth D. Carlson

1.C. - Health Care Reform Update  
Arthur A. Marrapese III

## Session 2

2.A. - The Wage Theft Prevention Act and Other Unique Wage and Hour Issues  
Peter C. Godfrey and John M. Godwin

2.B. - Identifying ADA Accommodations Under Difficult Circumstances:  
Navigating the Interactive Process  
John J. Christopher and Machael P. Sherry

## Attorneys

Joseph Braccio  
Michael Flanagan  
Peter Godfrey  
John Godwin  
Elizabeth McPhail  
Jeffrey Swiatek

## Practices & Industries

Labor & Employment

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2.C. - Same Sex Marriage in NY Under the Marriage Equality Act  
Michael J. Flanagan and Elizabeth D. Carlson

Session 3

3.A. - Agreements with Employees: Offer Letters, Employment Agreements,  
and Restrictive Covenants  
Peter C. Godfrey and John M. Godwin

3.B. - Effective (and Legal) Pre-Employment Hiring Practices  
Jeffrey F. Swiatek and Emina Poricanin

3.C. - Deputy or Defendant? The Employer's Role in Immigration Enforcement: Surviving the I-9 Audit  
Daniel P. Joyce

Lunchtime Session: Lessons Learned from Criminal Prosecutions of Company and Managers for Falsely Documented  
Workers, or Damned if You Do, Damned if You Don't  
Cathy A. Fleming