



Clients & Friends of Coughlin & Gerhart:

This year has surpassed last year with more legal decisions, administrative determinations, statutes, and regulations impacting employers than any comparable period in the last 20 years and developments in 2018 under the Trump Administration promise to be even more extensive. Coughlin & Gerhart LLP will present its **37th Annual Labor & Employment Law Update on October 17, 2018**, to provide the most current information available. A Registration Form for the 37th Annual Labor & Employment Law Update is attached.

This seminar is presented as a courtesy to our clients and invited guests. It will include a complimentary breakfast and a comprehensive update on the most recent developments concerning changes under the "Trump" U.S. DOL, including the new PAID Program, Joint Employer, Independent Contractor and Intern issues; new NYS sexual harassment laws that effect all employers; new NLRB General Counsel guidance on handbooks and the effect on employee discipline; FMLA and NYS Paid Family Leave; an ObamaCare health insurance update; and much more. In addition, there will be a segment on mandatory and recommended changes to employee manuals. The topics will be presented by a panel which includes attorneys listed as *Best Lawyers in America and Super Lawyers in Upstate New York*.

A comprehensive handout will be provided to assist you in what appears to be another challenging year ahead.

We look forward to your attendance and answering any questions you might have.

Paul J. Sweeney, Esq.
Chair, Labor & Employment Law Group
Coughlin & Gerhart LLP

Joseph J. Steflik, Jr., Esq.
Chair Emeritus, Labor & Employment
Law Group
Coughlin & Gerhart LLP



ATTORNEYS AND COUNSELORS

Presents its

37th ANNUAL LABOR & EMPLOYMENT LAW UPDATE

**Learn How to Avoid Litigation, Save Money, and
Comply With New Developments**

The last year has produced more legal decisions, administrative determinations, statutes, and regulations impacting employers than any comparable period in the last 20 years. You don't want to miss this year's 37th Annual Labor & Employment Law Update, presented at no charge to its clients and invited guests, by Coughlin & Gerhart LLP – Paul J. Sweeney, Esq., Chair, Labor & Employment Law Group; Joseph J. Steflik, Jr., Esq., Chair Emeritus, Labor & Employment Law Group; Lars Mead, Esq., Angelo Catalano, Esq., and Theresa Levine, Esq. at the annual Update on Labor and Employment Law.

TOPICS WILL INCLUDE RECENT DEVELOPMENTS IN THE AREAS OF:

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|-----------------------------------|------------------------------------|
| * FLSA and Wage & Hour Issues | * National Labor Relations Board |
| * Americans with Disabilities Act | * Family Medical Leave Act |
| * ObamaCare Update | * NYS Paid Family Leave Issues |
| * Revising Personnel Manuals | * Employee Discipline |
| * New NYS Sexual Harassment Laws | * Occupational Safety & Health Act |
| * NYC Anti-Discrimination Laws | * Workers' Compensation |
| * Joint Employer Liability | * Construction Law |

Once again, Mr. Steflik will provide his annual **No Good Deed Goes Unpunished** retrospective. The presentation, peppered with anecdotes and actual examples, is not only interesting but also filled with useful and valuable information. Attendees are encouraged to ask questions concerning their particular problems.

Coughlin & Gerhart LLP will provide all attendees with a manual to assist them with their personnel issues.

WEDNESDAY, OCTOBER 17, 2018

DOUBLETREE BY HILTON BINGHAMTON
225 Water Street, Binghamton, New York

7:30 A.M. REGISTRATION AND BUFFET BREAKFAST
8:30 A.M. – 12:30 P.M. PROGRAM

To attend the original, oldest and best Labor & Employment Law Update, fill out and e-mail or fax the following registration form.



Coughlin & Gerhart LLP

ATTORNEYS AND COUNSELORS

37th ANNUAL LABOR & EMPLOYMENT LAW UPDATE

To register for this conference:

- E-mail (mmorton@cglawoffices.com)
- Fax your completed registration form to Coughlin & Gerhart LLP at 607-723-1530, Attn: Meghan Giblin-Morton
- For questions call Meghan directly at 607-584-4255

LABOR & EMPLOYMENT LAW UPDATE
Wednesday, October 17, 2018

Doubletree By Hilton Binghamton
225 Water St, Binghamton, NY 13901

Registration Deadline is October 5, 2018

Attending: **Breakfast & Seminar** **Seminar Only** *(please check one)*

Name(s) _____

Company _____

Address _____

City, State, Zip _____

Phone _____

E-mail _____

Proposed Question _____
