



**Labor and Employment Law
Section Chair**
Donald D. Oliver, Esq.
Blitman & King LLP, Syracuse

**Municipal Law
Section Chair**
Thomas E. Myers, Esq.
Orrick Herrington & Sutcliffe LLP, New York City

**Labor and Employment Law Section
Program Chair**
Alan M. Koral, Esq.
Vedder, Price, Kaufman & Kammholz, P.C.
New York City

**Municipal Law Section
Program Co-Chairs**
Lester D. Steinman, Esq.
Municipal Law Resource Center,
Pace University, White Plains

Carol L. Van Scoyoc, Esq.
White Plains Corporations Counsel's Office
City of White Plains

NYSBA

Labor and Employment Law Section and Municipal Law Section

Co- Sponsored Fall Meeting
Gideon Putnam Hotel, Saratoga Springs
September 15-17, 2006

**YOUR REGISTRATION FEE AND ATTENDANCE WILL PROVIDE YOU WITH
UP TO 11.5 MCLE CREDIT HOURS** - including up to 3 credit hours in ethics

You will learn:

- Crisis Management in the Workplace
- Employee Privacy Issues in the Age of High Technology
- Ethics Issues in Employment and Municipal Law
- Benefits and Other Issues for Domestic Partners
- Hot Topics in Municipal Law



SCHEDULE OF EVENTS

3:15 - 4:30 pm **FRIDAY WORKSHOPS CONTINUED (choose one)**

WORKSHOP B

Knotty Ethical Issues in Employment Law

Chair: **John Gaal, Esq.**, Bond, Schoeneck & King, PLLC, Syracuse

Speakers: **Charles S. DeAngelo, Esq.**, Fessenden Laumer & DeAngelo, Jamestown
Theodore O. Rogers, Jr., Esq., Sullivan & Cromwell LLP, New York City

WORKSHOP C

Assessing Attorneys' Fees and Costs in Employment Litigation

Chair: **Margery F. Gootnick, Esq.**, Rochester

Speakers: **Loren Gesinsky, Esq.**, Gibbons Del Deo Dolan Griffinger & Vecchione, P.C., New York City
Geoffrey A. Mort, Esq., Kraus & Zuchlewski LLP, New York City

WORKSHOP D

What to Do If Your Municipality/School District is the Target of a State Investigation

Chair: **Stephanie M. Roebuck, Esq.**, Keane & Beane, P.C., White Plains

Speakers: **John H. Gross, Esq.**, Ingerman Smith, L.L.P., Hauppauge
Steven Hancox, Esq., Office of the Comptroller, State of New York, Albany

6:30 pm **Cocktail Reception and Murder Mystery Dinner** - Conference Center

SATURDAY, SEPTEMBER 16

LABOR AND EMPLOYMENT LAW SECTION TRACK

8:00 am **Registration** - Conference Center Lobby

8:00 - 9:30 am **Breakfast** - Conference Center Lobby
If you choose to eat in the Main Dining Room, you will be charged.

8:00 - 8:45 am **Labor Section Committees Breakfast Meetings** - Conference Center

8:45 - 8:55 am **Introduction to the Program/Announcements**
Alan M. Koral, Esq.
Program Chair, Labor and Employment Law Section

8:55 - 10:10 am **PLENARY SESSION III** - Conference Center

USERRA—Reemployment Rights for the Returning Military Personnel

Chair: **Peter C. Nelson, Esq.**, Faraci Lange LLP, Rochester

Speakers: **Professor David A. Pratt**, Albany Law School, Albany
Captain Samuel Wright, Counsel for the Americas, British Airways, Queens

SCHEDULE OF EVENTS

SATURDAY, SEPTEMBER 16 (CONTINUED)

LABOR AND EMPLOYMENT LAW SECTION TRACK (CONTINUED)

10:10 - 10:25 am Coffee break

10:25 - 11:40 am **PLENARY SESSION IV** - Conference Center

Benefits and Other Issues for Domestic Partners

Chair: William D. Frumkin, Esq., Sapir & Frumkin, LLP, White Plains

Speakers: Alfred Cowger, Esq., General Counsel, Dana Classic Fragrances, Inc., Mountaintop, PA
Mark P. Scherzer, Esq., Law Offices of Mark P. Scherzer, New York City

11:40 - 12:55 pm **SATURDAY WORKSHOPS (choose one)**

WORKSHOP E

New Developments at the NLRB

Chair: Laura H. Harshbarger, Esq., Bond, Schoeneck & King, PLLC, Syracuse

Speakers: Rhonda P. Ley, Esq., National Labor Relations Board, Regional Attorney, Region 3, Buffalo
Mairead E. Connor, Esq., Chamberlain D'Amanda Oppenheimer & Greenfield, Syracuse

WORKSHOP F

Internal Investigations of Alleged Sexual Misconduct in the Workplace: Pitfalls and Strategies

Chair: Diane M. Pfadenhauer, Esq., Employment Practices Advisors, Inc., Northport

Speakers: Domeniqure Camacho Moran Esq., Farrell Fritz, P.C., Uniondale
Jack Tuckner, Esq., Tuckner, Sipser, Weinstock & Sipser, New York City

WORKSHOP G

Employee Discipline in the Public Sector

Chair: Sharon N. Berlin, Esq., Lamb & Barnosky, LLP, Melville

Speakers: Timothy Connick, Esq., Deputy Counsel, CSEA, Albany
Norma G. Meacham, Esq., Whiteman Osterman & Hanna LLP, Albany
Jay M. Siegel, Esq., Arbitrator and Mediator, Cold Spring

WORKSHOP H

Cross-Border Enforcement of Non-Compete Agreements

Chair: Philip M. Berkowitz, Esq., Nixon Peabody LLP, New York City

Speakers: Manuel Cuevas-Trisan, Esq., Senior Labor Counsel, Motorola, Inc., Plantation FL
Honorable Kenneth R. Fisher, Justice, Supreme Court of New York, Rochester
Wendi S. Lazar, Esq., Outten & Golden, LLP, New York City
Peter Mantas, Esq., Heenan & Blaikie LLP, Ottawa, Canada
Gerlind Wisskirchen, C/M/S/ Hasche Sigle, Cologne, Germany

SCHEDULE OF EVENTS

SATURDAY, SEPTEMBER 16

MUNICIPAL LAW SECTION TRACK

- 8:00 am** **Registration** - Conference Center Lobby
- 8:00 - 9:30 am** **Buffet Breakfast** - Conference Center Lobby
If you choose to eat in the Main Dining Room, you will be charged.
- 9:00 - 9:10 am** **Introduction and Welcome**
Thomas E. Myers, Esq.
Municipal Law Section Chair
Orrick, Herrington & Sutcliffe LLP, New York City
- 9:10 - 10:00 am** ***Kelo* Revisited - Federal and State Legislative Responses;
Recommendations for Reform of the Eminent Domain Procedure Law**
- Speakers:** **Professor Patricia E. Salkin**
Albany Law School
Albany
- Jon N. Santemma, Esq.**
Jaspan Schlesinger Hoffman LLP
Garden City
- 10:00 - 10:15 am** **Coffee break**
- 10:15 - 11:30 am** **Drafting Municipal Ethics Legislation and Operating a Municipal
Board of Ethics**
- Speakers:** **Mark L. Davies, Esq.**
Executive Director
New York City Conflicts of Interest Board
- Steven G. Leventhal, Esq.**
Leventhal Law Offices
Roslyn
- 11:30 - 12:20 pm** **Hot Topics in Municipal Law**
- Affordable and Workforce Housing Requirements and Incentives**
- Speaker:** **John C. Cappello, Esq.**
Jacobowitz & Gubits, LLP
Walden
- Regulating Religious Land Uses**
- Speaker:** **Matthew F. Fuller, Esq.**
FitzGerald Morris Baker Firth P.C.
Glens Falls

SCHEDULE OF EVENTS

- 1:00 pm** **Golf Tournament** - Saratoga Lake Golf Course
Chair: **Louis P. DiLorenzo, Esq.**, Bond, Schoeneck & King, PLLC, New York City
- 1:30 pm** **Tennis Tournament** - Saratoga State Park Tennis Courts
Chair: **Jerome Lefkowitz, Esq.**, Civil Service Employees Association, Albany
- 6:30 pm** **Cocktail Reception** - Gideon Putnam Hotel

SUNDAY, SEPTEMBER

- 8:00 am** **Registration** - Conference Center
- 8:30 - 10:00 am** **Labor and Employment Law Section Executive Committee Breakfast Meeting** - Conference Center
- 9:00 - 11:00 am** **Municipal Law Section Executive Committee Breakfast Meeting** - Conference Center
- For those not participating in one of the Executive Committee meetings, breakfast is on your own.

First 7/7/2006

IMPORTANT INFORMATION

The New York State Bar Association's Meetings Department has been certified by the NYS Continuing Legal Education Board as an accredited provider of continuing legal education in the State of New York.

Under New York's MCLE rule, this program has been approved for up to 11.5 **MCLE credit hours** including up to 8.5 practice management and/or areas of professional practice and up to 3 hours in ethics. The 8.5 credit hours in practice management or professional practice will not qualify for credit for newly admitted attorneys because it is not a basic practical skills program. However, the 3 credit hour in ethics will qualify as credit for newly admitted attorneys.

Discounts and Scholarships: New York State Bar Association members and non-members may receive financial aid to attend this program. This discount applies to the educational portion of the program only. Under this policy, any member of our Association or non-member who has a genuine need for assistance, if approved, can receive a discount or scholarship, depending on the circumstances. To apply for a discount or scholarship, requests should be marked confidential and sent in writing to: Linda Castilla, New York State Bar Association, One Elk Street, Albany, New York 12207.

DIRECTIONS TO THE GIDEON PUTNAM

Gideon Putnam Hotel is approximately 30 minutes from Albany International Airport and an easy four hour drive on the New York Thruway from New York City. We are also just 30 minutes from the Albany/Rensselaer Amtrak station.

All major airlines provide transportation options to and from Albany. Call 518/242-2222 for airport information.

Taxi service and car rentals are available at the Albany Airport. For car rentals, please contact Enterprise directly at 518/464-3685.

Driving Directions

From West (Buffalo)

Take I-90 east (thruway).
Exit at Amsterdam Exit (27), pay toll.
Take right to Route 67 to Ballston Spa.
Take Route 50 north.
Take right into park at 2nd light after sign, "Saratoga Performing Arts Center."
Follow signs to hotel.

From South (New York City)

Take I-87 north (thruway).
Exit 24 to I-87 (Northway).
Exit 13N (Route 9).
At 4th light turn left into the park.
Bear left after 8/10 mile - hotel is ahead on right.

From North

Take I-87 south (Northway)
Exit 14 and make a right on Route 9P (Union Avenue).
At the end of Union Avenue make a left onto West Circular Street.
Bear right at first stop sign.
Turn left onto Broadway at 1st light.
At 3rd light turn right into the park.
Bear left after 8/10 mile - hotel is ahead on right.

From East (Boston)

Take I-90 west (Mass Turnpike) continue until Albany, use Troy/Albany Exits (24).
Take I-87 (Northway).
Take Exit 13N (Route 9).
At 4th light turn left into the park.
Bear left after 8/10 mile - hotel ahead on right.

THINGS TO DO IN SARATOGA SPRINGS

Lincoln Mineral Baths - 65 South Broadway, Saratoga Springs, 518/226-4790 (call ahead for reservations)
Located in the beautiful Spa State Park and famous for relaxing mineral baths. Features spa services including massage, aromatherapy, reflexology and facials.

Roosevelt Mineral Baths - 39 Roosevelt Drive, Saratoga Springs, 518/583-2880 (call ahead for reservations)
Features spa services including massage, aromatherapy, reflexology and facials.

Yaddo - 312 Union Avenue, Saratoga Springs, 518/584-0746
The Yaddo Gardens are open daily dawn to dusk, free of charge. Guided tours offered for a small fee.

The Children's Museum at Saratoga - 69 Caroline Street, Saratoga Springs, 518/584-5440
Experience what it's like to be in a world that's just your size, where you can feel in charge.

National Museum of Dance - 99 South Broadway, Saratoga Springs, 518/584-2225
The National Museum of Dance is the only museum in the country dedicated to American professional dance.

National Museum of Racing - 191 Union Avenue, Saratoga Springs, 518/584-0400
Interactive programs, the horse play, children's gallery, rare memorabilia, a fine equine art collection and more tell the colorful story of three centuries of Thoroughbred racing.

Saratoga Automobile Museum - Spa State Park, 110 Avenue of the Pines, Saratoga Springs, 518/587-1935
The museum celebrates the automotive heritage of New York State and features regularly changing exhibits that include antique cars, classic cars, race cars, Indy cars, sports racers and stock cars.

Saratoga Springs History Museum - The Canfield Casino in Congress Park, Saratoga Springs, 518/584-6920
The Saratoga Springs History Museum has three floors of exhibits telling the story of Saratoga Springs

Saratoga National Golf Course - 458 Union Avenue, Saratoga Springs, 518/583-4653
Saratoga National Golf Club was named golf course of the year in 2005 by the National Golf Course Association.

Restaurants: (advance reservations are suggested - area code for all restaurants 518)

Circus Cafe - 392 Broadway, Saratoga Springs, 583-1106. Combining a menu of American dishes with a delivery that is top rate. The decor of circus memorabilia along with the tasty menu options are a win/win.

Dine Restaurant - 26 Henry Street, Saratoga Springs, 587-9463. Offering a variety of fish, game, beef, poultry, pasta and vegetarian selections complemented with full wine/spirit menu.

Doc's Steakhouse - 63 Putnam Street, Saratoga Springs, 581-7011. Serving choice aged western beef, cold water seafood and out generous salad and bread bar.

Forno Toscano Bistro - 541 Broadway, Saratoga Springs, 581-2401. Offering a variety of rustic Italian food. Tuscan style, from the thin wood-fired pizza to the homemade veal prosciutto tortellini in an elegant but casual atmosphere.

Lillian's Restaurant - 408 Broadway, Saratoga Springs, 587-7766. Serving steak, seafood, original chicken dishes and a variety of pastas. Lillian's is the "People's Choice" as seen in Hudson Valley Magazine.

Longfellows - 500 Union Avenue, Saratoga Springs, 58700108. Offering exquisite dining by a cascading waterfall, a roaring fireplace or a romantic courtyard. Dine in one of our unique areas and enjoy excellent steaks, seafood, pasta entrees or slow roasted prime rib. Delicious homemade desserts.

Olde Bryan Inn - 123 Maple Avenue, Saratoga Springs, 587-2990. Featuring an extensive menu that includes sandwiches, light fare and hearty dinners, individually prepared from the freshest ingredients. Located in an historic building (circa 1832).

Panza's Restaurant - 510 Route 9P, Saratoga Lake, 584-6882. Distinctive and exceptional continental cuisine with an Italian flair- pastas, veal, chicken, beef and seafood dishes. Homemade desserts.

Sperry's - 30 ½ Caroline Street, Saratoga Springs, 584-9618. Sperry's is noted for its fresh grilled seafood, Maryland crab cakes, soft-shelled crabs (in-season), fresh seafood and steak au poivre. Homemade desserts.

Springwater Bistro - 139 Union Avenue, Saratoga Springs, 584-6440. The Springwater Bistro's menu changes daily according to the freshest and finest products available. The food is based on quality, respect and technique.

Sushi Thai Garden - 44-46 Phila Street, Saratoga Springs, 580-0900. Serving the finest Thai cuisine along with the taste of Japanese cuisine.

Tiznow Restaurant - 84 Henry Street, Saratoga Springs, 226-0655. French and Asian cuisine, Belgian beers and Latin music that buzzes late into the night.