

**ARCHER & GREINER**

**PRESENTS THE ANNUAL**

**LABOR & EMPLOYMENT  
LEGAL UPDATE:**

**FROM CUTTING EDGE TO "TRIED AND TRUE"**

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**FRIDAY, NOVEMBER 3, 2006  
TAVISTOCK COUNTRY CLUB  
HADDONFIELD, NJ**

Co-sponsored by



ARCHER & GREINER, P.C.  
ATTORNEYS AT LAW



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THE STATE CHAMBER

NEW JERSEY DEPARTMENT OF



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## An Archer & Greiner Breakfast Seminar:

# LABOR & EMPLOYMENT LEGAL UPDATE

**Date:** Friday, November 3, 2006

**Place:** Tavistock Country Club  
Tavistock Lane  
Haddonfield, NJ  
856.429.1866



### Agenda:

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|--------------------|--|
| 8:00 - 8:30 a.m.   | <b>Continental Breakfast and Introductory Remarks</b>              |
| 8:30 - 8:45 a.m.   | <b>Department of Labor &amp; Workforce Development Initiatives</b> |
| 8:45 - 9:10 a.m.   | <b>Case Decisions, Regulations &amp; Legislation</b>               |
| 9:10 - 9:35 a.m.   | <b>Independent Contractors &amp; Temporary Employees</b>           |
| 9:35 - 9:50 a.m.   | <b>Pending Legislation in Trenton</b>                              |
| 9:50 - 10:10 a.m.  | <b>BREAK</b>   |
| 10:10 - 10:35 a.m. | <b>Knock, Knock: It's the Union Calling</b>                        |
| 10:35 - 11:05 a.m. | <b>"But I Need Time Off!"</b>                                      |
| 11:05 - 11:30 a.m. | <b>Litigation in the Electronic Age</b>                            |

## **SPEAKERS:**

- Members of the Archer & Greiner Labor and Employment Law Department.
- Opening Remarks and Introduction by Gary J. Lesneski, Esquire, Chair of Archer & Greiner's Labor and Employment Law Department.
- David J. Socolow, NJ Commissioner of Labor
- James Leonard, Chief Lobbyist of New Jersey State Chamber of Commerce

## **TOPICS:**

### **Department of Labor & Workforce Development Initiatives**

#### **Commissioner David J. Socolow**

Commissioner Socolow will give his perspective on the Department of Labor and Workforce Development's dual mission to protect workers as well as to foster business development in New Jersey. Gain insight into current Department initiatives, enhance your awareness of the Department's array of employer services, and obtain timely information on compliance issues.

### **Legal Update: Case Decisions, Regulations and Legislation**

#### **Gary J. Lesneski, Esquire**

Every year, courts and administrative bodies issue influential and often far-reaching decisions in the field of labor and employment law. This past year has been no exception. This presentation will highlight the key case decisions from New Jersey and federal courts, as well as offer updates on new federal and state laws and regulations that will impact your business.

### **Independent Contractors and Temporary Employees - Navigating the Hidden Hazards**

#### **David A. Rapuano, Esquire**

Independent contractors and temporary employees have become a popular tool used by businesses, to maintain flexibility in the case of changing staffing needs, but what are the risks? This presentation will point out potentially expensive pitfalls, such as misclassifying employees and discrimination claims, and also teach you how to avoid them.

## **Legal Update: Pending Legislation**

**James Leonard, Chief Lobbyist**

No legal update is complete without an examination of what's next. This presentation by the Chief Lobbyist for the New Jersey State Chamber of Commerce will summarize pending legislation in New Jersey, including an insider's "best guess" as to what bills employers can ignore and what bills they should worry about.

## **Knock, Knock: It's the Union Calling**

**Peter L. Frattarelli, Esquire**

Labor unions are often thought of as past their time by private employers, but new and aggressive campaigns by well-funded labor organizations are targeting many New Jersey employers. This presentation will highlight the critical information that employers must know the moment a union comes knocking at the door.

## **"But, I Need Time Off!": Everything You Need to Know, From the FMLA to Handling Vacations**

**Susan S. Hodges, Esquire**

Every employer, every day, faces the age-old question of how to handle employees who need time off from work. Yet, overlapping family leave, workers compensation and disability laws can easily overwhelm even the most benevolent employer. This presentation will give a "back to basics" summary of all the applicable rules for handling an employee's desire for "time off".

## **Litigation in the Electronic Age: What Must Employers Do?**

**John Connell, Esquire**

The rapid growth of electronic communications, from e-mail to Blackberrys, has reached the courtroom, with serious repercussions for employers who have not acted to preserve their "electronic evidence." This presentation will explain what every employer must do with their computer files, harddrives and systems once a potential employee is problem identified, to avoid dangerous ramifications if that dispute ever goes to court.





## ABOUT ARCHER & GREINER

Archer & Greiner is a full service law firm dedicated to creating value for our clients by providing high quality, expert legal work and excellent service while controlling their legal expenses.

We deliver value by building strong relationships with our clients - relationships that help us understand the environment in which our clients operate, the goals they seek to accomplish, the results they want to achieve, and the challenges we must meet together. This approach to the practice of law has enabled us to grow to a firm of more than 145 lawyers in New Jersey, Pennsylvania and Delaware.

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### Registration Form

Complete registration form and mail or fax to the Archer & Greiner Marketing Department no later than October 25, 2006.

**Mail:** Archer & Greiner, P.C.  
Marketing Department  
One Centennial Square  
Haddonfield, NJ 08033

**Phone:** 856-857-2783

**Fax:** 856-795-0574

**Registration is complimentary.  
Form may be duplicated.**

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

Company: \_\_\_\_\_

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