

Astron Solutions and BS&K Briefing

“Can Your Compensation System Weather the (Hurricane) Winds of Change From the Obama Administration?”

Registration

Register online at www.bsk.com

or complete and return the registration form below.

Please RSVP 10 days prior to seminar.

Registration Fees

BS&K & Astron Clients: \$60.00 General Public: \$75.00

Dates and Locations (check one)

Melville, April 2, 2009, Melville Marriott

New York City, April 3, 2009, Harvard Club

Name: _____ Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____ Telephone: _____ Fax: _____

The following people will also attend:

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

Refunds will only be made for cancellations received 5 business days before event.

Register online at www.bsk.com or complete and return the registration form to:
Ms. Toko Moyo, Bond, Schoeneck & King, PLLC, One Lincoln Center, Syracuse, NY 13202

Fax: 315-218-8100 Questions: 1-800-339-8897 E-mail: tmoyo@bsk.com

Please make checks payable to Bond, Schoeneck & King, PLLC.

This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC and Astron Solutions, Inc., who reserve the right to deny admission to any applicant.

Astron Solutions and BS&K Present:

“Can Your Compensation System Weather the (Hurricane) Winds of Change From the Obama Administration?”

Briefing Schedule

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New York City, April 3, 2009, Harvard Club

Upstate Program details for Albany, Buffalo, Corning, Rochester, and Syracuse are available at www.bsk.com.



ASTRON
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Who Should Attend

In-House Counsel, VP's of Human Resources, Compensation Managers and Directors, Business Owners and others responsible for compensation and salary issues.

Why This Program?

Lilly Ledbetter Fair Pay Restoration Act

President Obama has made pay equity a cornerstone of his political agenda. On January 29, 2009, he signed his first legislation into the law: the Lilly Ledbetter Fair Pay Restoration Act of 2009. This statute amends several non-discrimination statutes (Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Rehabilitation Act) and overrules a recent Supreme Court ruling. No longer does the statute of limitations for compensation cases run from when the underlying pay decision was made, it runs from when the last discriminatory paycheck was issued. *Learn what you can do to minimize risks of state claims from active and retired employees.*

OFCCP Salary Analysis

On June 16, 2006, OFCCP issued Interpretative Standards concerning Systematic Compensation Discrimination. These are the standards OFCCP will use when conducting a compliance audit. Federal Contractors are required to "perform in-depth analysis" with respect to their compensation systems. There are voluntary guidelines from OFCCP for conducting this analysis. Pending legislation would require OFCCP to do more. *Learn the OFCCP voluntary standard and other tests to determine pay disparity.*

Wage & Hour (FLSA) Issues

There are numerous pitfalls under State and Federal Wage and Hour laws. This is especially true as employers make modifications to compensation systems during difficult economic times. *Learn how to avoid some of the pitfalls associated with reducing pay, hours of work, furloughs, changing bonuses and commission, etc. Pitfalls which can lead to class action exposure.*

HRCI Recertification Credit: This program has been submitted to the HR Certification Institute.

Agenda

10:30 – 11:00 a.m.

Registration

11:00 – 11:45 a.m.

Overview of Discrimination Issues Associated with Compensation and Pay Equity

- Equal Pay
- Comparable Worth
- Effect of Ledbetter

11:45 – 12:00 noon

Keeping Your Audits Confidential and Evaluating Document Retention Policies

12:00 – 12:30 p.m.

Lunch

12:30 – 1:45 p.m.

Proposed Legislative Effects Conducting the Comprehensive Compensation Audit

- Salary Analysis Tests
 - Adverse Impact
 - OFCCP Voluntary Standard
 - Multiple Regression
- Wage and Hour (FLSA) Pitfalls
- Role of Job descriptions – do they help or hurt

1:45 – 2:00 p.m.

Questions

2:00 p.m.

Adjourn

Faculty

MICHAEL F. MACIEKOWICH is a National Director for Astron Solutions. His areas of expertise include the development, design, and implementation of executive, physician, and employee base pay, short and long term incentive programs, sales incentive programs and performance management systems in all industries. His primary focus is the integration of compensation and human resource strategies with organization-specific missions, visions, values, and strategic operating plans.

Mr. Maciekowich has over twenty-five years of consulting and industry compensation experience. Prior to Astron, he was the National Director of Healthcare Rewards Consulting and the Metro New York Operations Manager for Rewards Consulting for the Hay Group. Mr. Maciekowich was also compensation consultant with a number of consulting firms, including Towers Perrin (Senior Consultant), Hartstein Associates (Vice President), Adams, Nash & Haskell (Vice President), The Omni Group (Vice President and Partner), and Modern Management (Senior Consultant). In these roles, he focused on the role compensation plays in human resources and labor avoidance strategies. Mr. Maciekowich has assisted hundreds organizations in his twenty plus years of consulting. Prior to his consulting career, he was responsible for compensation services at the American Hospital Association, Honeywell International, and Zenith Electronics.

Mr. Maciekowich is a sought-after speaker in compensation program design. He is a regular speaker for the national conference of the American Society of Healthcare Human Resource Administration (ASHHRA) regarding healthcare compensation and performance management strategies. In addition, Mr. Maciekowich has presented to numerous local ASHHRA and Society for Human Resource Management (SHRM) chapters.

Mr. Maciekowich is an active member of WorldatWork (former American Compensation Association), American Society of Healthcare Human Resource Administration, Society for Human Resource Management, and SHRM's Consultants Forum. He is also a member of various local and state human resource associations in Massachusetts, Connecticut, Upstate New York, Greater New York City, and Louisiana. Mr. Maciekowich is a member of the International Who's Who of Professionals. He received a lifetime achievement award from WorldatWork.

Mr. Maciekowich received bachelor's degrees in political science and philosophy and a master's degree in industrial relations from the Loyola University of Chicago.

LOUIS P. DILORENZO is a graduate of Syracuse University (B.A., 1973) and the University at Buffalo Law School (J.D., 1976).

Mr. DiLorenzo has practiced Labor and Employment Law for 30 years and is Chair of Bond, Schoeneck & King, PLLC's Labor and Employment, Employee Benefits and Executive Compensation, and Immigration Practice and Managing Partner of its New York City and Garden City Offices.

Mr. DiLorenzo represents employers and management in all aspects of labor and employment law. His areas of expertise include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques. Mr. DiLorenzo also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

Mr. DiLorenzo recently co-authored the FDCC Quarterly article entitled Employers' Settlement Agreements with Departing Employees Under Attack, Vol. 57, No. 3, Spring 2007. He also co-authored a complete guide for business managers and HR professionals written in plain English entitled, What Every Business Manager and HR Professional Should Know About ... Federal Labor and Employment Laws and a two volume treatise entitled Corporate Counseling (1988) and was a contributing author to Public Sector Labor Law (1988). Mr. DiLorenzo is also on the editorial board of the two volume treatise entitled New York Civil Practice Before Trial (2001). He has authored and co-authored numerous articles on various labor and employment law topics. Mr. DiLorenzo's published articles include: "Enforcing Employer-Employee Arbitration Agreements After Circuit City", 18 Fordham University Law Journal 27 (2001); "Mid Term Bargaining Over Unit Work Transfers", 45 CCH Labor Law Journal No. 7 (1994); "The Growing Menace: Violence in the Workplace", 67 New York State Bar Journal 1 (Jan. 1995); "Civility and Professionalism", 68 New York State Bar Journal No. 1 (Jan. 1996); "Workers' Compensation Discrimination in New York: Is It Really LoDolce Vita?", 32 New York State Bar Journal 220 (June 1982); "Employer Liability for Sexual Harassment After Ellerth and Faragher", 6 Duke University of Gender Law & Policy No. 1 (1999); "Screening Applicants for a Safer Workplace", HR Magazine, p. 55 (March 1995); "After-Acquired Evidence in Employment Discrimination Cases", 19 New York State Bar Association Labor and Employment Law Newsletter No. 2 (1994); and "Employer's Responsibilities Under 1986 Immigration Act and COBRA", The CPA Journal p. 32 (May 1988). In May of 1996 Mr. DiLorenzo was interviewed extensively in a Forbes Magazine cover story on Sexual Harassment. In their January 2003 issue, the Corporate Legal Times described him as the "Great Negotiator". He was also featured in the United Educator's video entitled "Sexual Harassment in Academia, No Real Winners", and has been quoted in several publications including Business Week.

Mr. DiLorenzo has been a key speaker at numerous seminars throughout the United States and other countries on a wide variety of Labor and Employment Law topics. In addition, he has lectured to: various university groups, including the College and University Personnel Association; local, state and national SHRM Conferences; and a number of national and regional business associations. Mr. DiLorenzo is listed in Who's Who in America, Who's Who in American Law, The Best Lawyers in America® 2009¹, Super Lawyers®² and Chambers & Partners, USA, America's Leading Lawyers For Business.

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