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# The Legislative Update

**Start Date: 5/2/2018 7:30 AM**

**End Date: 5/2/2018 11:00 AM**

The 2018 Legislative Update Wednesday, May 2nd 7:30 - 8:00: Registration & Networking 8:00 - 10:30: Program Presented by Frank Kerbein, The Business Council of NYS, and Paul Keneally, Underberg & Kessler, LLP Location: Temple B'rith Kodesh, 2131 Elmwood Ave, Rochester, NY 14618 This program has been pre-approved for 3.0 Professional Development Credits by the Society for Human Resource Management and 3.0 Business (Strategic) credits by the HR Certification Institute. Join GVCSHRM for this year's annual update on HR issues that have been front and center during the 2018 New York State and federal legislative sessions and the status of and impact on employers, and how individual HR practitioners can influence the legislative process. This program will discuss: Trump Administration roll back of Obama era initiatives: • Withdrawal of Wage and Hour Administrative Interpretations o Independent Contractors o Joint Employment • Suspension of Revised EEO-1 Form • Changes re: NLRB General Counsel and effect on non-union employers, handbooks, use of employer email, etc. Significance of Special Election Results (April 24) New York State reaction to Federal Initiatives • Sexual Harassment o "Women's Agenda" o Sexual Harassment Legislation – likely outcomes o Executive Order #177 • Pay Equity o Executive Order #162 • Criminal Justice Reform o Ban the Box • Predictive Scheduling o Proposed Rules re: Employee Scheduling – Status • DOL Commissioner's ability to use Wage Order authority • Update on Business Council Legislative Agenda Presenters: Frank Kerbein, SPHR - Director, Center for Human Resources The Business Council of New York State Frank Kerbein is the director of the Center for Human Resources and responsible for advocacy on construction and transportation issues. Frank is a graduate of Cornell University's School of Industrial and Labor Relations. He is also SPHR certified and has more than 30 years of experience in all areas of human resource management Paul F. Keneally, Esq. –Partner, Underberg & Kessler LLP As chair of the Firm's Litigation and Labor & Employment Practice Groups, and a partner in our Municipal Practice Group, Paul represents a wide variety of businesses, individuals and organizations. From untangling complex commercial and construction litigation, navigating the minefield of labor and employment disputes, resolving tax assessment and other municipal matters, to handling general litigation, insurance defense and personal injury cases, Paul has a wealth of litigation experience in the administrative agencies and the state and federal courts. One of Paul's core areas is labor and employment law, where he provides astute and proactive advice to clients in matters involving executive compensation, overtime, workplace violence, non-compete/non-solicit agreements, sexual harassment, race, sex, and age discrimination, family and medical leave and disabilities. Paul currently serves on the Labor & Employment Committee of the Monroe County Bar Association and is a member of the New York State and American Bar Awards and Recognitions Paul was selected a 2007–2017 Upstate New York Super Lawyer. The Super Lawyer group represents the top 5% of attorneys in Upstate New York who have attained a high degree of peer recognition and professional achievement. He also was named to the 2013-2018 editions of Best Lawyers in America®. In addition, Paul was a recipient of the Rochester

## Location(s)

Temple B'Rith Kodesh  
2131 Elmwood Ave,  
Rochester, NY 14618