

The Otsego County Chamber

Strengthening Our Economy  Shaping Our Future

Media Release

The Otsego County Chamber **AND HINMAN, HOWARD & KATTELL LLP** **TO PRESENT A LABOR LAW UPDATE**

The Otsego County Chamber, in conjunction with the Labor Law department of Hinman, Howard & Kattell LLP, will be presenting a Labor Law Update seminar on Thursday, June 2nd at the Holiday Inn in Oneonta. Breakfast will be served at 7:30 am and the seminar will begin at 8:00 am. The event is being sponsored by the Otsego County Economic Development Office.

Labor laws are continuously evolving to reflect the changing times with efforts to increase quality of life standards. It is important to know your rights and what you are entitled to as both an employee and employer. Staying up to date with the most current labor laws and legal issues will be beneficial to your entire organization.

Most recently there have been labor law updates that specifically take into account Worker Misclassification, New York State Wage and Hour Law, Health Care Reform and Civil Rights Laws. Lastly the implication of Social Media and technology in the workplace is becoming most relevant to the 21st century office.

Worker Misclassification, which includes the Construction Industry Fairplay Act in regards to the presumption that construction workers are employees. The Employee Misclassification Prevention Act is proposed legislation to amend the Fair Labor Standards Act of 1938 to require additional recordkeeping and compliance requirements for people classified as non-employees.

Updates on New York State Wage and Hour Law include the Hospitality Wage Order which affects hotel and restaurant owners. The New York State Department of Labor issued new wage regulations for hotel and restaurant employers, encompassing specifications on tip requirements, shifts regulations and uniform and meal entitlements. The New York State Wage Theft Prevention Act entails employers to give certain information to employees, record keeping requirements and new legal procedures for wage theft.

The Patient Protection and Affordable Care Act, which is part of President Obama's 2010 Health Care Reform, have implications on employees and requirements for employers. The law focuses on private health insurance, coverage for those with pre-existing conditions, prescription drug coverage and Medicare stipulations. In addition, there are also new Civil Rights Laws including the new regulations for the Americans with Disabilities Act and the New York State Human Rights Law's new requirements for same sex partners.

The seminar will fill up quickly, so make your reservation to ensure your attendance. The cost is \$30 and members of *The Otsego County Chamber* will receive a \$10 discount.

For more information or to make a reservation please contact Pam Ferguson at (607) 432-4500 ext. 201 or pam@otsegocountychamber.com.