

You are cordially invited to attend the **MASLA Mid-State Regional Labor Relations Workshop**. Topics include the role of law enforcement in an education setting, Federal and State overtime and minimum wage regulations, direct communication with employees during contract negotiations.

Date/Time: Friday, March 24, 2017, 11:30am – 3:00pm  
(lunch included)

Location: OCM BOCES Main Campus Bldg  
110 Elwood Davis Rd, Syracuse NY  
Seneca Conference Room

Workshop Fee: \$25.00 payable to MASLA

Register by: March 16, 2017 (form below)

## AGENDA

**11:30 Welcome and Lunch**

**Noon - 1:00 Sorting Out Federal and New York State Requirements for Overtime and Minimum Wage**

*Presenter: Michael Dodd, Esq., Ferrara, Fiorenza P.C.*

Federal white-collar overtime exemptions were supposed to change in December 2016 by increasing the salary threshold to qualify for such exemptions from \$455 per week to \$913 per week. However, this change was temporarily blocked in November by a federal court case. Meanwhile, New York State implemented its new Minimum Wage Order which not only increased minimum wage for non-exempt employees but also increased the salary threshold to be considered exempt under New York law from \$675 per week to \$727.50 per week (at least in Upstate New York). Confused yet? Come learn about the recent changes in federal and New York State wage and hour laws that could impact how your district compensates non-instructional employees.

**1:00 - 2:00 The Role of Law Enforcement in an Educational Setting**

*Presenter: Andrew LaLonde, Esq., Coordinator of Labor Relations, Madison Oneida BOCES*

School officials are routinely confronted with what their roles, obligations and responsibilities are when interacting with law enforcement agencies in an educational setting. Issues such as CPS investigations in a school; the role of the school resource officer (SRO); student searches and

seizures; the use of and access to the internet and social media by students and staff in and outside of school and its impact in a school setting; Family Court proceedings; student and employee disciplinary actions. This program is designed to address the interaction of school officials and law enforcement in New York, recent changes in law and regulation that impact school officials, and discuss how school officials might best address these issues.

**2:00 - 3:00 Clearing the Air (when and how to directly communicate with employees during negotiations)**

*Panel: Dominic D’Imperio, Esq. Jefferson-Lewis BOCES  
David Pellow, Esq., Madison-Oneida BOCES  
Mark Pettitt, OCM BOCES*

When employees receive information during negotiations that is misleading, wrong or incomplete, confusion over what is being offered at the table can create tension and discord at work and in the classroom. When can the District make its case directly to employees? When should the District use this tool? We will look at cases where direct communication was used and talk about how it can be done effectively and legally.

## **REGISTRATION**

FOR MARCH 24, 2017 MASLA MID-STATE REGIONAL LABOR RELATIONS WORKSHOP  
HELD AT OCM BOCES MAIN CAMPUS, 110 ELWOOD DAVIS RD, SYRACUSE NY 13221  
11:30AM – 3:00PM, SENECA CONFERENCE ROOM

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

District: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

**RETURN REGISTRATION BY MARCH 16, 2017**  
MAIL PAYMENT TO “MASLA” TO THE ATTENTION OF  
MARK PETTITT, OCM BOCES, PO BOX 4754, SYRACUSE NY 13221-4754

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