



NEW YORK STATE ASSOCIATION OF
MANAGEMENT ADVOCATES FOR
SCHOOL LABOR AFFAIRS, INC.

41ST ANNUAL SUMMER CONFERENCE

JULY 15-18, 2018

SUNDAY JULY 15

PRE-CONFERENCE

8:30 - 9:30 **Continental Breakfast** *(provided as part of program)*
Program Registration

9:30 - Noon **Communication and Labor Relations – with Board, with Community and with Staff**
Presenter *Andrew Lalonde, Coordinator of Labor Relations, Madison-Oneida BOCES*

- Communications with the Board during negotiations
- Communications with the public
- Communications with staff in light of Janus

Noon - 1:00 **Lunch** *(provided as part of program)*

1:00 - 3:00 **Diversity, Inclusion and Elimination of Bias (CLE credit) and Ethics**
Presenters *Douglas Gerhardt, Esq., Partner, Harris Beach PLLC*
Jacinda H. Conboy, Esq., General Counsel, NYS Council of School Superintendents

This session works to make your client services most effective. Topics include:

- Hiring practices to attract a diverse workforce
- Benefits of a diverse team
- Financial cost of losing attorneys
- Generational differences

Beginning in 2018, attorneys are required to have at least 1 credit hour in this new CLE program rule [\[22 NYCRR 1500.2\(c\)-\(g\)\]](#) that addresses diversity, inclusion and elimination of bias. The content of this session is designed to satisfy this requirement.

In addition, we will address attorney ethics, including professionalism, making the practice of law manageable, and some tips for having a work-life balance.

5:00 - 7:00 **President's Reception**

8:00 - 8:45 **Welcome and Registration**

8:45 - 10:15 **Janus Case and its implications for negotiations and employee relations in New York State**

Presenters *Al Riccio*

Ron Longo, Esq., Senior Counsel, Keane & Beane, PC

Tony Brock, Labor Relations Specialist, Capital Region BOCES

- Historic perspective
- The Janus decision explained
- How the unions will respond

10:15 – 10:30 **BREAK**

10:30 - Noon **School Security and Employee Rights**

Presenter(s) *Erin O’Grady-Parent, Esq., Guercio & Guercio, LLP*

- What are the bargaining implications of security measures?
- What are the rights of employees as we strengthen security measures?

Noon - 1:00 **Lunch** (*on your own*)

1:00 - 2:30 **Sexual Harassment and the #MeToo Movement**

Presenter: *Christa Richer Cook, Esq., Member, Bond, Schoeneck & King PLLC*

The #MeToo movement has exposed allegations of sexual harassment in a wide range of environments and, not surprisingly, has made its way to public school districts. Nationwide, stories of student-to-student sexual harassment as well as staff-to-student harassment have begun to proliferate the media, especially since the #MeTooK12 campaign. Likewise, the United States Department of Education’s Office for Civil Rights (“OCR”) has reported a substantial increase in the number of sexual violence and sexual harassment complaints that it received from the elementary and secondary education levels. The legal landscape in this area is now uncertain in light of the Trump Administration’s rollback of OCR’s guidance on how sexual violence and sexual harassment should be handled. This presentation will cover:

- Overview of Title IX and OCR’s Enforcement of School Districts’ Responsibilities To Respond to Sexual Harassment
- Strategic Tips For Investigating Sexual Harassment Complaints
- Proactive Approaches To Limiting Liability

2:30 – 2:45 **BREAK**

2:45 - 3:30 Recruiting and Retaining Millennials – Issues for Negotiations

Presenters *Jennifer Spong, Asst Supt, Instructional Support Services, OCM BOCES*
Mark Pettit, Director of Labor Relations, OCM BOCES

- Who are the millennials and what do they value?
- Do contracts need to be changed from a baby boomer frame work?
 - Salary
 - Benefits
 - Working Conditions

3:30 – 4:30 Addressing the New York Curve Balls

Presenters *Dave Cirillo, Esq., Director of Staff Relations, West Genesee Central School District*
Dominic D’Imperio, Director of Employer-Employee Relations, Jeff-Lewis BOCES,
Kevin Harren, Labor Relations Specialist, Capital Region BOCES

- State Minimum Wage Law
- Family Leave
- Substitute Notices

5:30 Dinner and Event**8:45 - 10:30 Federal and State Developments that Affect Collective Bargaining in New York**

Presenter *Jay Worona, Esq., NYS School Boards Association*

- Comprehensive overview of the legal and political events over the previous 12 months that have positively and negatively influenced Public Bargaining in NYS

10:30 – 10:45 BREAK**10:45 -Noon Off Duty Conduct and Employee Discipline**

Presenter *Melinda Burdick Bowe, JD, Partner, Costello, Cooney & Fearon, PLLC*

- What do we do when our employees are smoking legal pot in Massachusetts and a Board member sees them?
- When is off duty conduct a disciplinary issue?

Noon – 1:00 LUNCH (on your own)

1:00 - 2:00

Legal Update

Presenter John Lynch, Esq., Hogan, Sarzynski, Lynch, Dewind, & Gregory, LLP

The annual update on court cases, Commissioner Decisions and legislation that affect school district labor relations.

2:00 - 3:00

Human Rights Law and Accommodations

Presenter Charles Symons, Esq., Ferrara Fiorenza PC

- Review recent case law regarding Civil Service transfers
- Discuss current statewide issues
- Review takeback/takeover rules for instructional staff
- Discuss recent case law relating to seniority and PEL rights.

TBA / Golf

MASLA Annual Golf Tournament

Contact Douglas Gerhardt in advance (approximately \$50 extra per player)

Dinner

On your own

9:30 - 11:00

Annual Business Meeting

1. Treasurer's Report
2. Director Election
3. 2019 Conference Location