



**New York State Employment Law**

**Federal Employment Law**

# NY State Employment Law

## Program Overview:

Employers operating in New York are subject to additional liability if they're found to have violated New York State regulations, including the NYS Human Rights Law. Avoiding mishaps can spare you the expense and hassle of an employee lawsuit. A misstep, be it in hiring, firing or other employment issues, could cost millions of dollars if you're sued by a current or former employee. To make sure you develop a comprehensive labor and employment compliance plan this session provides information on a number of common employment law issues.

## Topics Covered:

- Hiring Process
- Wages
- Hours of Work
- Benefits
- Safety & Health
- Additional NYS Regulations

## Who should attend:

Human Resource Professionals, Facility Managers; or anyone designated to work with your workforce

**Duration:** One 3.5-hour class

**Location:** MACNY Headquarters

**Cost:** \$195/MACNY member; \$395/non-member; \$175.50/Individual Member

**Facilitator:** Michael Dodd

# Federal Employment Law

## Program Overview:

You never know when an employment issue will come up. Be prepared. This session gives a useful overview of Federal labor law and the legal rights of workers in all phases of employment, from hiring to termination. Information on a number of employment law issues — including job benefits, fair pay, Family and Medical Leave rights, workplace safety, and protection from on-the-job discrimination and harassment.

## Topics Covered:

- Posting & Record Retention
- FMLA
- ADA
- HIPPA
- FLSA
- Equal Pay Act
- ADEA
- Harassment
- Drug Free Workplace Act
- Affirmative Action
- Military Obligations
- Garnishments
- ERISA Rules
- COBRA
- OSHA
- Mental Health Parity
- Fair Credit Reporting Act

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These programs have met HR Certification Institute's criteria for three and a half (3.5) recertification credits in the past. MACNY will resubmit this program for approval prior to the program being held.