

2/14/19

NJSA LAW DAY VIII 2019

THIS ONE-DAY CONFERENCE
IS DESIGNED TO PROVIDE STAFFING
PROFESSIONALS AND MANAGEMENT WITH
THE LATEST INFORMATION ON LEGAL,
LEGISLATIVE, AND OPERATIONAL ISSUES.

FOR OWNERS, MANAGERS AND STAFF ENGAGED IN WORKFORCE AND COMPLIANCE ISSUES

Earn CPC Credits:



NJSA
NEW JERSEY STAFFING ALLIANCE

EISENHOWER CONFERENCE CENTER, 290 WEST MT. PLEASANT AVE., LIVINGSTON, NJ

TIME	PRESENTER	DESCRIPTION
8:30 am	Registration and Continental Breakfast	
9:00 am - 10:00 am	Toby Malara, Esq., Government Affairs Counsel, American Staffing Association	<p>The Outlook for Staffing in 2019</p> <p>While the economy continues to create new jobs despite an 18 year low jobless rate, a tight labor market nationwide is compelling staffing companies to pay higher to attract and retain employees AND candidates. However, many states are making it increasingly difficult to conduct business amidst employment laws that impact companies' bottom lines.</p> <p>ASA Government Affairs Counsel, Toby Malara, will provide an overview of what the American Staffing Association projects for staffing growth and productivity in 2019.</p>
10:00 am - 10:15 am	Break	
10:15 am - 10:45 am	Marc Freedman, Law Offices of Marc D. Freedman LLC and NJSA General Counsel	<p>Equal Pay in New Jersey</p> <p>The "Diane B. Allen Equal Pay Act" became effective July 1, 2018 and prohibits employers from paying an employee who is a member of any protected class a lower rate of compensation or benefits than any employee who is not protected and performs "substantially similar work." Compliance with this new law may significantly change the compensation systems employed by many staffing and recruiting firms in New Jersey.</p> <p>NJSA General Counsel, Marc Freedman, will review the law and its specific relevance for staffing firms.</p>
10:45 am - 11:45 am	<p>Panelists: Carmen Pacheco, Staffing Management Group; Wendy Tordilio, System One; Michael Menzer, Rotator Staffing Services Inc.</p> <p>Moderator: Marc Freedman, Law Offices of Marc D. Freedman LLC and NJSA General Counsel</p>	<p>How Staffing Firms are Implementing Paid Leave Law in their Workplace</p> <p>On October 29, 2018, the New Jersey Paid Sick Leave Act became effective and many staff, who, in the past were not able to take sick time, will now be able to accrue sick leave. This law applies to all New Jersey businesses despite their size or number of employees. It also applies to most employees working in the state, except for per diem hospital healthcare employees, construction workers employed pursuant to a collective bargaining agreement, and public employees who already have sick leave benefits by state law.</p> <p>This panel of staffing leaders will tell you how they have implemented or plan to implement this controversial new law. Educating your leadership/decision makers/supervisors on the law and its ramifications for your company is essential as there are penalties for non-compliance.</p>

TIME	PRESENTER	DESCRIPTION
11:45 am - 12:45 pm	Networking Lunch	
12:45 pm - 1:15 pm	<p>Toby Malara, Esq., Government Affairs Counsel, American Staffing Association</p> <p>Richard Scott, CEO, Profesional Search Network</p>	<p>Legislative Issues – Federal, State & Local</p> <p>Toby Malara, Esq., Government Affairs Counsel of the American Staffing Association and Richard Scott, CEO of Pro Search Network and Vice President of Legal and Legislative Affairs for the New Jersey Staffing Alliance, will review the latest issues impacting staffing and what to anticipate in 2019.</p>
1:15 pm - 1:30 pm	Break	
1:30 pm - 2:30 pm	<p>Christopher Leddy, Esq., Of-Counsel, Becker LLC</p> <p>Timothy Szuhaj, Esq., Partner, Becker, LLC</p>	<p>Marijuana and Its Impact on the New Jersey Staffing Industry</p> <p>The past few years have seen dramatic changes in state marijuana laws across the country, which has directly impacted applicant pools. With New Jersey’s legalization of medical marijuana use and its rush toward legalizing recreational use, it is becoming increasingly difficult for New Jersey staffing companies to navigate the law and to source, screen and place candidates.</p> <p>Christopher Leddy and Timothy Szuhaj of Becker LLC will review current Federal and New Jersey laws, discuss their impact on staffing industry, and will provide practical guidance for addressing these important issues.</p>
2:30 pm - 3:30 pm	<p>Christopher Leddy, Esq., Of-Counsel, Becker LLC</p> <p>David Sprong, Esq., Partner, Becker LLC</p>	<p>The MeToo! Movement and Staffing</p> <p>Today’s world demands nothing short of a culture shift, including careful policy review and revision, updated training, and cutting-edge processes and documentation. We will explore and discuss requirements, best practices and solutions for preventing, investigating, remedying and eradicating sexual harassment, such as:</p> <p>Are your anti-harassment policies fully complaint?</p> <ul style="list-style-type: none"> • Do you have an existing culture of avoidance or tolerance in the workplace? • Is your training cutting-edge? • Can employees report harassment without fear of shame, intimidation or repercussions? • Can you conduct an investigation quickly, efficiently and decisively? • Are you prepared to impose the appropriate discipline? • How to deal with complaints involving key employees • The risks of supervisor/subordinate relationship • The role of the bystander • Consensual relationship policies and agreements • Recent legislative developments

TIME	PRESENTER	DESCRIPTION
3:30 pm - 4:30 pm	Kurt Murray, Principal, Assurance Kerri Quigley, Vice President, Assurance	Avoiding Contractual Liability Traps and Gaps Due to the escalation in liability claim activity, the insurance market for staffing firms is undergoing a transformation with carriers increasing deductibles and premiums. So what can be done to mitigate your exposures and the financial impact on your firm? This session will highlight real world claims examples for coverages such as General Liability, Auto Liability and Employment Practices Liability, and walk through the impact contractual provisions have on the staffing firm (and their insurer's responsibility to pay legal expenses and damages. Discover how to identify contractual pitfalls and better protect your agency from increased costs and unknown liabilities.
4:30	Adjourn	

NJSA LAW DAY VIII SPEAKERS - 2019

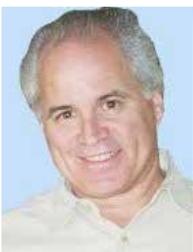


Toby Malara advises on all staffing-related legislation and regulation, including the Affordable Care Act, immigration/I-9, paid sick leave, sales tax and per diem issues. He also directs the association's political activities through its political action committee, StaffingPAC.



Michael Menzer, CSP, is serving as co-president of NJSA and was appointed chairman of the American Staffing Association search and placement section council. As Managing Director - Strategic Development with Rotator Staffing Services Inc., Mike has experience in a variety of verticals and industries within both

the contract and direct hire space. In addition to his management and operational responsibilities, Mike also currently manages accounts responsible for \$3 million in annual contract revenue, in addition to \$1 million in direct hire fees on an annual basis.



Marc Freedman is the principal with the Law Offices of Freedman & Friedland LLP, a New Jersey based law firm with concentrates in business and corporate law, corporate acquisitions, employment law, litigation and he specializes in providing legal and consulting services to the temporary

employment, permanent placement and other staffing industries. He has extensive experience in all areas of corporate and employment law.

Mr. Freedman conducts seminars for various groups on many aspects of employment and labor law, writes articles on various legal subjects germane to temporary employment, and published an advisory on the topic of co-employment within the temporary employment industry. He is currently the General Counsel for the New Jersey Staffing Alliance.



Carmen Pacheco, Human Resource Director for Staff Management Group, has over twenty years experience in employee relations, staffing and recruiting. She has oversight for labor law compliance in Staff Management.



Wendy Tordilio, Director of Commercial & Engineering with System One, serves as co-president of the New Jersey Staffing Alliance (NJSA) for 2019. Wendy has been an active member of the NJSA since 2011.

With nearly 20 years of industry experience, Wendy is an expert at helping companies overcome their staffing challenges by building customized workforce solutions that meet their needs. Wendy holds a Master's degree from New Jersey City University.



Richard Scott is the principal partner at Professional Search Network and Financial Search Associates, staffing firms specializing in Financial and Accounting placement and human resources, administration, engineering and corporate roles for permanent placement, consulting, temp to hire and temporary staffing.

Richard is a graduate of Rutgers University and has over 20 years experience in the staffing industry.



David J. Sprong is a partner at Becker LLC and focuses his practice on matters involving the employer/employee relationship. His practice includes the litigation of discrimination and sexual harassment claims, disputes surrounding executive employment agreements, including non-competes

and other restrictive covenants, and claims for employee compensation and benefits. Mr. Sprong also counsels clients regarding compliance with various employment laws, and his litigation experience allows him to offer a unique approach to such issues. He also has considerable experience in the staffing industry and has counseled staffing clients on important matters, including the implementation and enforcement of

non-compete and non-disclosure agreements and policies designed to preserve valuable internal business information and relationships, state of the art staffing industry policies and best practices, various co-employment liability matters, independent contractor and exempt status classifications and intellectual property issues.



Timothy J. Szuhaj is a partner at Becker LLC and chair of the Business Services Group and co-chair of the Staffing Group. He represents clients in various industries, including staffing, technology, Internet and E-Commerce, hospitality and food, and professional services.

His corporate practice includes counseling clients on corporate formation and governance, corporate finance, commercial transactions, growth strategies, and mergers and acquisitions. Under the firm's business services model, Mr. Szuhaj often serves as a trusted business advisor and general counsel to mid-cap companies helping those clients tackle everyday operational issues while at the same time planning for the long term. With respect to staffing industry clients, Mr. Szuhaj provides counsel regarding growth strategies, mergers and acquisition, operational issues, indemnity and risk management issues, and the structure and content of MSA, VMS and PEO agreements.



Christopher Leddy is Of-Counsel in Becker LLC's Corporate Department. Mr. Leddy has experience handling and litigating complex employment law issues, as well as negotiating employment-related contracts.

This experience spans the vast landscapes of the employer/employee relationship, including state and federal discrimination laws, whistleblower laws, family and medical leave laws, state and federal wage/hour laws, paid family leave insurance laws, paid time off laws, unemployment, and Department of Labor audits. He also applies the knowledge gained from his litigation experience to counseling employers and training supervisors in HR best practices.



Kurt Murray, Principal at Assurance, who focuses on mid-sized companies in the staffing industry. With over twenty years of experience, his primary client responsibility is to provide cost-effective solutions and develop insurance programs that are individualized to a company's specific needs. He deems it necessary

to fully understand a client and their specific needs in order to properly develop their risk management program. Through this approach, Kurt generates valuable personal relationships with his clients to secure their trust.

Before joining Assurance, Kurt was Vice President of Alper Services. Prior to that, he served as Premium Audit Manager for another insurance company.

Kurt graduated from Northern Illinois University with a Bachelor of Science degree in Finance. He has been a presenter at numerous staffing industry events and conferences, including TempNet, American Staffing Association (ASA) and Staffing Services Association of Illinois (SSAI).



Kerri Quigley is a Vice President at Assurance who specializes in crafting business insurance solutions for staffing companies nationwide. Kerri uses her extensive knowledge of both the staffing and insurance industries to train Assurance's internal staff and teach CPCU designation classes. She has

also written white papers and presented webinars to staffing firms on topics such as liability exposures and workers' compensation underwriting hurdles. Kerri joined Assurance in 2008 as an Account Manager and quickly worked her way to Account Executive and then Vice President.

Kerri earned a Bachelor of Arts degree in Computer Science from the University of California, San Diego. She is a member of the American Staffing Association and New Jersey Staffing Alliance and has also obtained a number of insurance designations, including Chartered Property Casualty Underwriter (CPCU), Associate in Risk Management (ARM) and Associate in Commercial Underwriting (AU), among others.

EISENHOWER CONFERENCE CENTER

290 West Mount Pleasant Ave, Livingston, NJ 07039

FROM EAST OR NEWARK AIRPORT - NJ Turnpike North to Exit 15W (I-280), Take I-280 West approx. 13 miles to Exit 4A (Eisenhower Parkway - South), Proceed South on Eisenhower Parkway for 2.3 miles to Beaufort Ave. (just before Livingston traffic circle), Left onto Beaufort Ave., first right into Eisenhower Corporate Campus

FROM SOUTH - Garden State Parkway North to Exit 142 (I-78 East), Take I-78 East to Exit 54 toward I-78 West, Go back over I-78 and take ramp to I-78 West, Keep right for Route 24 West via Exit 48 toward I-287, Take Exit 7C to JFK Parkway North, Left onto South Orange Ave, Right onto Eisenhower Pkwy (Livingston Mall on Northeast corner), Go through Livingston Circle (Route 10), Right onto Beaufort Ave., first right into Eisenhower Corporate Campus

FROM WEST - Take I-80 East to I-280 East. Follow I-280

FROM NORTH - Garden State Parkway South to Exit 145 (I-280), Take I-280 West approx. 13 miles to Exit 4A (Eisenhower Pkwy South), Proceed South on Eisenhower Pkwy for 2.3 miles to Beaufort Ave. and make first right into Eisenhower Corporate Campus.

February 14, 2019 • Eisenhower Conference Center, 290 West Mount Pleasant Ave, Livingston, NJ

Company Name

Address

Tel

Fax

Email

ATTENDEE INFORMATION

Attendee 1 Name

Email

Phone

Attendee 2 Name

Email

Phone

Attendee 3 Name

Email

Phone

Attendee 4 Name

Email

Phone

REGISTRATION FEES:

NJSA Member - 1st Attendee from Company: \$180 \$ _____

NJSA Member - Additional Attendees from Company @ \$150 per person \$ _____

Non-Member Registration Fee: \$270 per person \$ _____

Total **\$ _____**

For credit card orders Amex Visa MasterCard Discover

Account Number: _____ Expiration: _____ CVV# _____

Name on Card: _____

Billing address with zip code: _____

For payment by check (Payable to NJSA) Check # _____

Return completed form to the NJSA Office:

New Jersey Staffing Alliance, P.O. Box 518, Mount Laurel, NJ 08054

Phone: 973-283-0072 Fax: 856-727-9504