

LABOR LAW UPDATE

-- Breakfast Briefing --

Wednesday, April 3, 2013

8:30 a.m. Registration and Continental Breakfast; 9:00 a.m. – 10:30 a.m.

WORCESTER COUNTRY CLUB*, 2 RICE STREET, WORCESTER

Cost: \$45.00 CMEA Members; \$65.00 Non-Members

Program Leader: Ralph Abbott, Esq., and Kimberly Klimczuk, Esq.,
Skoler, Abbott & Presser, P.C.



This program has been approved for 1.5 GENERAL recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

**The NLRB is continuing its crusade to re-shape the American workplace.
Recent decisions attack:**

- **At-Will Disclaimers**
- **Confidentiality agreements**
- **Policies limiting off-duty employee access**
- **Social Media Policies**

In addition, the NLRB has issued decisions making it easier for unions to organize small groups of your employees. This briefing will discuss this changing landscape and offer practical advice as to how best to protect your business.

***Please, no blue jeans. Cell phone use is not permitted inside the clubhouse but is OK in the parking area.**

Check our website www.the-cmea.com for a complete listing
of our training programs and to register on-line.

PROGRAM LEADERS

Ralph Abbott is known throughout the legal community for his work representing management in labor relations and employment-related matters, providing employment-related advice to employers, assisting clients in remaining union-free, and representing employers before the National Labor Relations Board. He is a *magna cum laude graduate* of Boston College and earned his Juris Doctor from Cornell University. Ralph has been widely recognized as one of the country's leading attorneys in the labor and employment field in numerous publications, including *Chambers USA*, *Best Lawyers in America*, *Super Lawyers*, and by the College of Labor and Employment Lawyers, Inc. (2004) Ralph also has numerous credits as an author, editor, and teacher, and a record of civic and community involvement.

Kimberly Klimczuk joined Skoler, Abbott & Presser, P.C. in 2004 and concentrates her practice on labor law and employment litigation. Kimberly became a partner with the firm in 2011. She graduated from University of Pennsylvania and received her Juris Doctor from Duke University School of Law. Kimberly's experience includes negotiating collective bargaining agreements and advising on contract interpretation; and successfully defending clients in state and federal court and before administrative agencies in a variety of areas of employment law, including wage/hour law, discrimination, harassment, wrongful discharge, breach of contract, and workers' compensation claims. In addition, she has assisted employers in compliance matters involving the Office of Federal Contract Compliance Programs, and drafted numerous affirmative action plans for them. Kimberly is a frequent speaker for a wide variety of associations and organizations and is an active member of the Western Massachusetts community.

RETURN TO: CMIME, 2 PARK CENTRAL DRIVE, SUITE 200, SOUTHBOROUGH, MA 01772 TEL. (508) 481-5244

Please register the following for the **LABOR LAW UPDATE** breakfast briefing on Wednesday, April 3, 2013. Please make check payable to CMIME.

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FAX REGISTRATIONS TO (508) 303-0810 or email to cmetrain@att.net. CONFIRMATIONS WILL NOT BE SENT.

CANCELLATIONS received **ten days before the program date** are refundable. After that, cancellations are subject to the entire fee. Cancellations must be made **in writing** by faxing, mailing or emailing us. Please note that if you do not cancel and do not attend, you are responsible for payment. Substitutions are accepted and encouraged.