

# AGENDA

7:30 am

## CHECK-IN & NETWORKING BREAKFAST

8:30 am

## OPENING REMARKS

Mark Soycher, HR Counsel, CBIA

8:40 am

## UPDATE ON I-9 COMPLIANCE & IMMIGRATION

Juliana Garcia-Uribe, Attorney, Murtha Cullina LLP

9:25 am

## NETWORKING BREAK

9:45 am

## ADA PERFORMANCE & CONDUCT STANDARDS

Britt-Marie Cole-Johnson, Partner,  
Robinson+Cole

10:35 am

## OVERTIME REGULATIONS & UNEMPLOYMENT COMPENSATION LAW

Daryle Dudzinski, Acting Deputy  
Commissioner, Connecticut Department of  
Labor

David Salazar-Austin, Principal, Jackson Lewis  
P.C.

11:30 am

## LUNCH & NETWORKING

12:30 pm

## REMOTE WORK CHALLENGES

John Letizia, Managing Partner, Letizia,  
Ambrose & Falls, P.C.

1:20 pm

## UNDER THE INFLUENCE AT WORK

Vincent Farisello, Partner, Carmody Torrance  
Sandak & Hennessey LLP

Matthew Lundquist, Medical Director,  
Occupational & Environmental Medicine,  
Middlesex Hospital

2:15 pm

## LEGISLATIVE UPDATE

Eric Gjede, Vice President, Government Affairs,  
CBIA

Mark Soycher, CBIA

2:45 pm

## CLOSING REMARKS

Mark Soycher, CBIA

Conference materials are available at  
[cbia.com](http://cbia.com) > Events > Past Event Highlights

# SPEAKERS

## BRITT-MARIE COLE-JOHNSON

Partner | Robinson + Cole  
[@RobinsonCole](https://www.linkedin.com/company/RobinsonCole)



Britt-Marie Cole-Johnson counsels boards of directors, senior management, and human resources professionals in all areas of employment law, with a focus on sensitive, high-risk personnel issues, investigations, compliance, training, and U.S. market-entry initiatives for international corporations.

She regularly advises private sector employers, ranging from NYSE and NASDAQ companies, nonprofit organizations, and educational institutions to manufacturers, financial services firms, and federal contractors.

Cole-Johnson also represents employers in litigation involving discrimination, wrongful termination, retaliation, and other employment claims.

## DARYLE DUDZINSKI

Acting Deputy Commissioner  
Connecticut Department of Labor  
[@CTDOL](https://www.ctdol.com)



Daryle Dudzinski has served as acting deputy commissioner for the Connecticut Department of Labor since June 2018.

A 1990 graduate of Central Connecticut State University, Dudzinski received a bachelor's in accounting and joined the labor department in 1992. As a Connecticut career trainee in the merit rating unit, he began his career assessing employer liability to unemployment insurance claims and determining annual tax rates. Dudzinski assisted in many automation and Lean projects, focusing on technology advancement to reduce operating costs while supporting agency personnel to serve customers.

Dudzinski gained additional responsibilities and positions throughout the agency's unemployment insurance program, working in various areas such as claims intake/call center, adjudications, technical support, integrity, and special

programs.

Prior to his responsibilities as acting deputy commissioner, Dudzinski served as director of labor operations, with responsibility for the Unemployment Insurance Benefits Division, Veteran's Division, and Employment and Business Services within the American Job Centers.

Dudzinski maintains that government can provide real value to every citizen, and he strives to improve services and results by empowering staff to use their knowledge and tools to achieve success for the programs they administer.

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## VINCENT FARISELLO

Partner | Carmody Torrance Sandak & Hennessey LLP  
@CarmodyTSH

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Vincent Farisello maintains a versatile practice in the areas of labor and employment and general corporate law. Farisello's clients include closely held and public businesses, non-profit organizations, independent schools, municipalities, and start-ups. In many cases, he acts as general counsel.

Farisello's labor and employment practice focuses on counseling and advising employers on all aspects of the employment relationship. He

works with clients to manage risks and formulate strategies to avoid litigation and to comply with regulatory obligations. Farisello regularly represents employers in mediations, arbitrations, labor negotiations, and contract negotiations and defends employers before administrative agencies such as the Connecticut Commission on Human Rights and Opportunities, Equal Employment Opportunity Commission, National Labor Relations Board, State Board of Labor Relations and federal and state labor departments.

Farisello frequently presents training seminars on a variety of common employment issues. He regularly represents clients in many other aspects of their operations, including entity formation, mergers and acquisitions, real estate transactions and leasing, contracts, and corporate governance matters.

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## JULIANA GARCÍA-URIBE

Attorney | Murtha Cullina LLP  
@MurthaLaw

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Juliana García-Uribe represents individuals and businesses with various immigration matters, including assisting clients with obtaining immigrant and nonimmigrant visas abroad and

helping businesses navigate the Department of Labor's PERM Labor Certification process.

García-Uribe often counsels clients on citizenship and adjustment of status before the United States Citizenship and Immigration Services and on waivers of inadmissibility. She has extensive experience in drafting and representing clients in family-based petitions and represents clients who have been victims of crimes in their U visa petitions and she represents victims of domestic violence in their VAWA petitions with USCIS. In addition, she represents clients in removal proceedings in immigration court.

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## ERIC GJEDE

Vice President, Government Affairs | CBIA | @egjede

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Eric Gjede is vice president of government affairs at CBIA. He represents the views of

Connecticut businesses on labor, employment, and tax issues. He also directs CBIA's Labor and Employment Law Council.

CBIA is Connecticut's largest business organization, with thousands of member companies, small and large, representing a diverse range of industries from every part of the state.

Prior to joining CBIA, Gjede was an associate legislative attorney with the Legislative Commissioner's Office, the nonpartisan legal office of the Connecticut General Assembly. In this position, he provided legal counsel to the members of the General Assembly's committees on Commerce and Labor and Public Employees. He also drafted all the legislation and amendments considered by those committees.

Gjede earned his doctorate at the University of Connecticut School of Law and also holds a bachelor's from the University of Connecticut.

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## JOHN LETIZIA

Managing Partner | Letizia, Ambrose & Falls, P.C.

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John Letizia received his undergraduate from St. John's University and his law degree in 1986 from

Georgetown University Law Center. Letizia's work includes employment law, healthcare and corporate counseling, mergers and affiliations, litigation defense, labor negotiations, arbitration, representation before OSHA, DSS, DDS, DMHAS, EEOC, and CHRO, personnel counseling, wage and hour audits, representation before the federal and Connecticut labor departments, the National Labor Relations Board,

and Connecticut's Supreme Court.

Letizia is proud to serve on the Connecticut Bar Association's Diversity and Inclusion Committee, where he is on the Subcommittee for Education Programs. He has received the Domestic Violence Services of Greater New Haven Legal Services Award for his pro bono work. He also received the Harbor Health Services Community Partner Award in honor of this work in the behavioral health community. Letizia is a volunteer Youth Court judge which is a New Haven-based, non-profit project that provides a community service-based alternative to the Connecticut Juvenile Court system for arrested teenagers.

Letizia has also been listed as a Super Lawyer in the areas of employment, workers' compensation and healthcare law and was awarded the BV Distinguished rating for very high Legal Ability & Ethical Standards by his fellow attorneys.

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## MATTHEW LUNDQUIST

Medical Director, Occupational  
& Environmental Medicine  
Middlesex Hospital  
[@middlesexhospct](#)

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Dr. Matthew Lundquist received his medical degree from Stony Brook University Medical Center School of Medicine. He earned his master's in public health from Yale University. Lundquist completed both his internal medicine residency and occupational and environmental medicine fellowship at Yale University School of Medicine.

Lundquist is board certified in both occupational and environmental medicine and internal medicine and is a fellow in the American College of Occupational and Environmental Medicine. He is a certified medical review officer and a medical examiner with the National Registry of Certified Medical Examiners. He is also an FAA medical examiner.

Lundquist is active in the training of rotating Middlesex residents and Yale fellows in occupational medicine. In addition to his direct clinical and administrative responsibilities, Lundquist serves on the Yale Occupational and Environmental Medicine Program

Residency Advisory Committee and the board of directors for the New England College of Occupational and Environmental Medicine. He is currently the president-elect of NECOEM.

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## DAVID SALAZAR-AUSTIN

Principal | Jackson Lewis P.C.  
[@ JacksonLewisPC](#)

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David Salazar-Austin is a principal in the Hartford, Connecticut, office of Jackson Lewis P.C. He represents employers in all aspects of employment litigation, and has represented clients in state and federal court, in arbitration, and before administrative agencies including the Connecticut Commission on Human Rights and Opportunities, the Equal Employment Opportunity Commission, the Connecticut Department of Labor, and the Connecticut Workers' Compensation Commission.

He has experience in a variety of employment law areas, including employment discrimination, retaliation, wrongful termination, disability and medical leave issues, noncompetition and trade secret disputes, wage and hour claims, breach of contract, and diversity best practices.

Salazar-Austin also conducts training sessions for employers, including sexual harassment prevention, diversity and sensitivity, and performance management techniques training. Salazar-Austin has handled class and collective actions, including wage and hour claims alleging misclassification of pharmaceutical sales representatives, mortgage underwriters, and computer professionals, as well as Equal Pay Act claims alleging gender discrimination.

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## MARK SOYCHER

Counsel, Human Resources  
Services | CBIA | [@HRHotline](#)

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Mark Soycher is human resource counsel at CBIA, the state's leading business organization.

Soycher has over 30 years' experience guiding Connecticut employers and employees through the maze of laws and regulations affecting their workplace, providing legal assistance with all workplace problems, from hiring to firing.

Soycher returned to the state's largest business organization in July 2002 as labor and employment counsel for CBIA's Human Resources Services Department, which has experienced growth to almost 14,000 personnel-related inquiries

annually from member companies.

Soycher was in private law practice from 1990-2002. From 1983 to 1990, he served as counsel at CBIA, providing members with advice on labor and employment issues. Before that, Soycher was general counsel for the Associated General Contractors of Connecticut, a construction industry trade association.

He is a frequent guest speaker at trade and professional association seminars, discussing how national and state employment laws affect individuals and employers in Connecticut's workplaces, and on how best to plan and apply workplace strategies that anticipate and avoid legal disputes.

Soycher holds a bachelor's degree in psychology from Rutgers University, a master's in special education from William Paterson College, and a law degree from New York Law School.

He is a member of the Connecticut and American bar associations, and he serves on the executive committee of the Connecticut Bar Association's labor and employment law section.

## EXHIBITORS

### **The Arthur G. Russell Company**

#### **CBIA**

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### **Connecticut Department of Labor**

### **Carmody Torrance Sandak & Hennessey, LLP**

### **Robinson+Cole**

### **Jackson Lewis P.C.**

### **Connecticut Business Leadership Network**



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