

AGENDA

7:30 AM

CHECK-IN & NETWORKING BREAKFAST

8:30 AM

OPENING REMARKS

Mark Soycher, HR Counsel, CBIA

8:40 AM

LEAVE LAWS OVERVIEW

Workers' Comp: John Letizia, Managing & Founding Partner, Letizia, Ambrose & Falls, P.C.

FMLA & Paid Sick Leave: Heidi Lane, Principal Attorney, Director of the Legal Division, Connecticut Department of Labor

ADA: Mary Kelly, Partner, Livingston, Adler, Pulda, Meiklejohn & Kelly PC

Connecticut Paid FMLA: Mark Soycher, CBIA

10:20 AM

NETWORKING BREAK

10:40 AM

CASE STUDIES/HYPOTHETICALS

12:15 PM

LUNCH & NETWORKING

1:15 PM

JEOPARDY! EMPLOYEE LEAVES EDITION

1:45 PM

PANEL DISCUSSION

2:45 PM

CLOSING REMARKS

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SPEAKERS



Mary Kelly

Partner | Livingston, Adler, Pulda, Meiklejohn & Kelly PC

Mary Kelly has practiced in the areas of labor and employment law at the law firm of Livingston, Adler, Pulda, Meiklejohn & Kelly, P.C. since 1989, and has been a partner in the firm since 1996. Kelly received her bachelor's and law degrees from the University of Connecticut.

Kelly has been an active member of the National Employment Lawyers Association since 1998 and is currently a member of NELA's Affiliate Relations Committee. Kelly also serves on the Connecticut Bar Association's Labor and Employment Law Executive Committee and is a former president and member of the Connecticut Employment Lawyers Association.

Every year since 2006, Kelly has been named by Super Lawyers as a Top Attorney in the Employment and Labor category in both New England and Connecticut.

Kelly regularly represents employees in Connecticut state and federal court, the Connecticut Commission on Human Rights and Opportunities, and the Equal Employment Opportunity Commission. In addition to representing employees for claims involving discrimination and retaliation, Kelly has represented employees for claims involving First Amendment activity, breach of contract,

invasion of privacy, and other tort claims. One of the things Kelly has found the most gratifying in recent years is her work with employees who have been discriminated against, or denied accommodations, because of their disabilities.

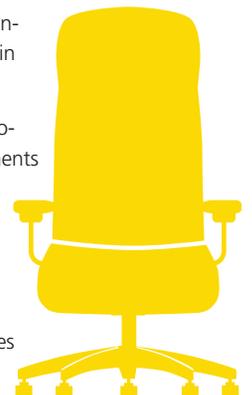


Heidi Lane

Principal Attorney, Office of Program Policy | Connecticut Department of Labor
@CTDOL

Heidi Lane has worked for the state for 33 years and has been with the Department of Labor for 26 years. Her areas of expertise include, the Family and Medical Leave Act, including the distinction between the federal and state laws; paid sick leave law; personnel files; pre-employment drug testing; misclassification of individuals, utilizing the test for independent contractor status; meal periods; electronic surveillance and monitoring; and minors in the workplace.

In addition, Lane provides written arguments and presents cases to the Employment Security Appeals Division on the misclassification of workers and analyzes the statutory



test to determine who is an independent contractor and who is an employee. She is also involved in the drafting and reviewing of proposed legislation that may affect the agency and appears before legislators and legislative committees on matters concerning the department.



John Letizia

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

John 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 Department of Labor, 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. He 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 and ethical standards by his fellow attorneys.

Letizia received his bachelor's degree from St. John's University and his law degree from Georgetown University Law Center.



Mark Soycher

HR Counsel | CBIA
@HRHotline

Mark Soycher has more than 30 years of experience guiding Connecticut employers and employees through the maze of laws and regulations affecting their workplace and providing legal assistance with all workplace problems, from hiring and firing to determining the workplace strategies that will anticipate and avoid legal disputes.

As HR counsel at CBIA, the state's largest business organization, Soycher responds to thousands of personnel-related inquiries annually from member companies. He has conducted training sessions for thousands of Connecticut workers on a wide range of topics, including sexual harassment prevention; drug and alcohol abuse prevention; employment law for managers; workplace discrimination; and ADA and ethics compliance.

Previously, Soycher was in private law practice for a dozen years, representing and counseling both employers and individuals in employment matters. Before that, he was general counsel and lobbyist for the Associated General Contractors of Connecticut, a construction industry trade group.

Soycher is a member of the Society for Human Resource Management, currently serving as director of legislative affairs on the SHRM-CT HR Council. He is a board member of the Connecticut Business Leadership Network, a group of Connecticut employers working to increase employment opportunities for people with disabilities.

Soycher has a bachelor's degree in psychology from Rutgers University, a master's degree in special education from William Paterson College, and a law degree from New York Law School. He is a member of the Connecticut Bar Association and serves on the executive committee of the association's labor and employment law section.



COMING EVENTS

- ▶ **When Women Lead**
Hartford, 5.31
- ▶ **Sexual Harassment Prevention Training**
Shelton, 6.4 & Norwich, 6.19
- ▶ **Connecticut Tax Conference**
Rocky Hill, 6.11
- ▶ **CBIA 2019 Energy & Environment Conference**
Cromwell, 6.13

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