

AGENDA

8 am

CHECK-IN & NETWORKING BREAKFAST

8:30 am

WELCOME

Mark Soycher, HR Counsel, CBIA

9 am

STATE LEGISLATIVE UPDATE

Eric Gjede, Vice President, Government Affairs, CBIA

9:30 am

EXEMPT OR NOT? THE SHIFTING FLSA LANDSCAPE

Lori Alexander, Office Managing Shareholder, Littler Mendelson, P.C.

10:15 am

NETWORKING BREAK

10:30 am

CRITICAL COMPENSATION STRATEGIES

Carol Kardas, Founding Partner, KardasLarson, LLC

11:15 am

SELF-AUDITING OVERTIME EXEMPTIONS

Meredith Diette, Partner, Berchem Moses PC

12 pm

NETWORKING LUNCH

1 pm

WAGE & HOUR JEOPARDY!

Mark Soycher, HR Counsel, CBIA

1:30 pm

HOURS WORKED: DEFINING, COUNTING & RECORDING

Vincent Farisello, Partner, Carmody Torrance Sandak & Hennessey LLP

2:15 pm

TEMPS, TELECOMMUTERS, TRAVELERS & CONTRACTORS

Patrick McHale, Partner, Kainen, Escalera & McHale, PC

3 pm

INTERACTING WITH THE DEPARTMENT OF LABOR

Moderator: Mark Soycher, CBIA HR Counsel

Sarah Thomas, Assistant District Director, U.S. Department of Labor, Wage & Hour Division, Hartford District Office

Jonathan Trumbull, Wage & Hour Investigator, Wage & Workplace Standards, Connecticut Department of Labor

4 pm

ADJOURN

SPEAKERS

LORI ALEXANDER

Office Managing Shareholder | Littler Mendelson, P.C. | @Littler



Lori Alexander has extensive experience representing companies throughout Connecticut in a range of labor and employment matters, including complex employment litigation, discrimination claims, wrongful discharge, retaliation cases, labor arbitrations, administrative charges, Employee Retirement Income Security Act benefits litigation, employment arbitrations, and other disputes between employers and employees.

She represents clients in state and federal courts and before the Equal Employment Opportunity Commission, the Connecticut Commission on Human Rights and Opportunities, and the Connecticut Department of Labor.

Alexander also regularly advises employers on reviewing and developing internal policies and procedures, developing and presenting training related to sexual harassment and other human resource issues, including train-the-trainer, hiring and firing decisions, employee benefits, and a variety of investigations including those involving claims of discrimination.

Her clients include telecommunications,

insurance, retailers, banks, and manufacturing companies, among others. Alexander is one of three founding members of Littler Mendelson's New Haven office.

Before joining Littler, Alexander was a partner at a general practice firm in New Haven. In law school, she was an editor of the Connecticut Law Review.

VINCENT FARISELLO

Partner | Carmody Torrance Sandak & Hennessey LLP



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, 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 Departments of Labor. Farisello is frequently invited by employers and industry groups to speak and present training seminars on a variety of common employment issues. Vincent also 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.

CAROL KARDAS

Founding Partner | KardasLarson, LLC
@KardasLarson



Carol Kardas is recognized as an outstanding human resource generalist with an expertise in compensation, training and organizational development, coaching and employee relations. She has diverse industry experience in manufacturing not-for-profit organizations, healthcare, real estate, public accounting and financial services. She is known for her ability to work with client companies to create an efficient human resource department and provide ongoing strategic leadership coaching. She is an acknowledged career counselor. Additionally, her strength is in compensation for small to medium size companies.

Kardas has been actively involved in the human resource community and is a past president of the Human Resource

Association of Central Connecticut. She holds the designation of certified senior professional in human resources, certified compensation professional, and senior certified professional by the Society for Human Resource Management. She is a member of Colonial Total Rewards Association, HRACC and SHRM. Additionally, she holds certifications in Advanced Employee Relations Law, Myers Briggs, DISC and The Enneagram.

She has been a featured speaker for several organizations on human resource and personal development topics. She is a published author on topics of compensation and market pricing, generational differences, management and leadership of employees, human resources in not-for-profit organizations and recently had a second printing of Financial Overview for the HR Business Partner.

Kardas holds a bachelor's degree in psychology from Fordham University and a master's degree in human resources from Villanova University.

MEREDITH DIETTE

Partner | Berchem Moses P.C.
@BerchemMosesPC



Meredith Diette advises private, non-profit and municipal clients on laws governing the employment relationship, and assists clients during collective bargaining and binding arbitration proceedings. Diette represents employers in negotiations, hearings and trials before the National Labor Relations Board, the Commission on Human Rights and Opportunities, the Equal

Employment Opportunity Commission, and state and federal courts. Prior to joining the firm, she was a Shareholder at Siegel, O'Connor, O'Donnell & Peck, P.C. in Hartford and New London.

Diette is a member of the Connecticut Bar Association and the New London Bar Association, and is on the Board of Directors for the Human Resource Leadership Association of Eastern Connecticut. She is a member and trustee of the Chamber of Commerce of Eastern Connecticut and past president of the Rotary Club of New London. Diette is a regular lecturer on topics including employee handbooks, hiring practices, sexual harassment in the workplace, wage and hour law compliance, and other employment law issues. She is a graduate of the University of Maryland at College Park and Boston College Law School.

ERIC GJEDE

Vice President | Government Affairs,
CBIA | @CBIANews



Eric Gjede is vice president for government affairs with CBIA, Connecticut's leading business organization.

He represents the views of Connecticut businesses on labor, employment, and transportation issues. He serves as CBIA's state ethics compliance counsel.

He also directs CBIA's Labor and Employment Law Council and helps support the organization's Taxation and Finance Committee.

Gjede serves as an appointed member of the Connecticut Department of Labor's Employment Security Advisory Board. He also serves on the Second Injury Fund Advisory Board. He is a member of the Connecticut Bar Association and the Association of Connecticut Lobbyists.

Prior to CBIA, Gjede was an associate legislative attorney with the Legislative Commissioners' Office, the nonpartisan legal office of the Connecticut General Assembly.

In that 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 J.D. at the University of Connecticut School of Law and also holds a bachelor's degree from the University of Connecticut.

PATRICK MCHALE

Partner | Kainen, Escalera & McHale, PC



Patrick McHale represents public and private employers and non-profit organizations in all aspects of labor relations and employment law, including union representation elections, collective bargaining, contract administration, personnel policies and practices, wage and hour disputes, equal employment opportunity, employment litigation, occupational health and safety, workers' compensation, unemployment compensation, and related matters. His

practice includes representation of employers in federal and state courts and before the American Arbitration Association, the National Labor Relations Board, the Connecticut State Board of Mediation and Arbitration, the Connecticut State Board of Labor Relations, the Connecticut Freedom of Information Commission and various other administrative agencies.

McHale has been selected to be listed in The Best Lawyers in America in the practice areas of Employment Law – Management and Labor Law – Management since 2009. He has also been selected as a Connecticut and New England Super Lawyer: Employment and Labor from 2007-2016. In addition, he has received a peer review rating of BV Distinguished from Martindale-Hubbell.

McHale was named the Best Lawyers' 2013 Hartford Labor Law – Management Lawyer of the Year. Only a single lawyer in each practice area in each community is honored as the Lawyer of the Year.

He received a bachelor's degree cum laude in 1986 from Fairfield University and juris doctorate magna cum laude in 1991 from Western New England College School of Law in Springfield. He is admitted to practice before the state and U.S. district courts of Connecticut and U.S. Court of Appeals for the Second Circuit.

McHale is a frequently requested speaker on employee relations and labor and employment law at functions sponsored by various professional associations and employer organizations. He is a member of the American, Connecticut and Hartford

County Bar Associations; Connecticut Public Employer Labor Relations Association; Industrial Relations Research Association; International Personnel Management Association.

MARK SOYCHER

Counsel, Human Resources Services
| CBIA | @HRHotline | Director of
Legislative Affairs | CT SHRM | @SHRM



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.

SARAH THOMAS

Assistant District Director | U.S. Dept. of
Labor, Wage & Hour Division, Hartford
District Office | @USDOL



Sarah Thomas joined the workforce at the young age of 13 and has developed extensive knowledge in a variety of industries. She is a graduate of Quinnipiac University and Quinnipiac University School of Law, and after a short stint in real estate law, she joined the wage and hour division of the US Department of Labor in 2010. Since joining wage and hour she has conducted numerous investigations under all of the laws enforced by the agency, but she hung up her hat as a field investigator when she became the Assistant District Director of the Hartford District Office in early 2019. Sarah travels with wage and hour to teach the components of various laws to colleagues around the country, and

she participates in local public outreach events whenever possible.

JONATHAN TRUMBULL

Wage & Hour Investigator | Wage &
Workplace Standards, Connecticut
Department of Labor | @CTDOL



Jonathan Trumbull is a wage and hour investigator with the Connecticut Department of Labor's wage and workplace standards division, a position he has held since 1999.

Trumbull has a bachelor's degree in criminal science from Westfield State College and earned his law degree at Franklin Pierce Law Center (now the University of New Hampshire School of Law).

COMING EVENTS

▶ **SEXUAL HARASSMENT PREVENTION TRAINING**
Middletown, 9.19 & Windsor, 10.31

▶ **PROPERTY TAX & FIXED ASSET WORKSHOP**
Hartford, 9.25

▶ **MADE IN CONNECTICUT: 2019 MANUFACTURING SUMMIT**
Trumbull, 10.25

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