



# The 2018 Oryx Insurance Risk Management Conference

**Tuesday, May 8, 2018**  
**8:00am – 1:00pm**

**LOCATION:**  
DoubleTree by Hilton Hotel Syracuse  
6301 State Route 298, East Syracuse, NY13057

Registration and Continental Breakfast begin at 8:00 AM. There will be two concurrent sessions. You may choose the combination of presentations that interest you most.

RSVP: [edowns@oryxclaims.com](mailto:edowns@oryxclaims.com)

For more information, call 1.315.930.3414

## SESSION A: 8:30am – 10:30am

**BARCLAY DAMON** LLP

**NYS Paid Family Leave Act**  
**Presented by Michael J. Sciotti, Esq.**

*Partner, Barclay Damon LLP*

This session will review the final regulations and forms which employers are required to comply with. Topics include:

- Who is Eligible?
- Covered Employers
- What is Family Care?
- What is a Serious Health Condition?
- Right to Reinstatement & Retention of Benefits
- Benefit Amount
- Intermittent Use of Paid Family Leave
- Certification Requirements & Forms
- Coordination with Other Leave Requirements
- Record Retention & Notice Requirements for Employers

## SESSION A: 10:45am – 12:45pm

**BARCLAY DAMON** LLP

**Termination of Employees on Medical Leave**  
**Presented by Michael J. Sciotti, Esq.**  
**and Robert J. Thorpe, Esq.**

*Attorneys, Barclay Damon LLP*

- Family and Medical Leave Act Considerations
- Americans With Disabilities Act Considerations
- New York State Workers' Compensation Law Considerations
- New York State Labor Law Considerations
- New York State Human Rights Law Considerations

## SESSION B: 8:30am – 10:30am

**OSHA Inspections**  
**Presented by Doug Miller**

*President, Occupational Safety Consultants, Inc.*  
*Risk Management Services*



- OSHA's Priority of Inspection and How your facility could be selected
- OSHA's Current Emphasis Programs
- Overview of the Process
  - Opening Conference
  - Inspections
  - Closing Conference
  - What is Next?
- Importance and Impact for employers to properly and timely negotiate with OSHA
- Services available to assist Employers with OSHA inspections and negotiations

## SESSION B: 10:45am – 12:45pm

**Sub Contract Agreements**  
**Presented by David R. Adams**  
**and Steven E. Peiper**

*Members, Hurwitz & Fine Law*



Hurwitz and Fine Law Firm focuses on reducing the policyholder's Risk. Their experienced legal team will work with policyholders to help implement the best practices to reduce the possibility of law suits, and provide a vigorous defense designed to minimize exposure.

- The FOUR critical elements which should be included in the contractors subcontract agreement
- Important language needed for each of the elements
- How Safety Records and Performance can come into play for an employer's exposure
- Services to assist employers when drafting and reviewing contracts