

Long Island Chapter
Labor and Employment Relations Association
Newsletter

SHAPING THE
WORKPLACE OF
THE *FUTURE*



bug

February 2007

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PRESIDENT'S PERSPECTIVE:

On January 6, 2007, a mere five days after becoming president of Long Island LERA, I had the great pleasure of accepting the Star Award on behalf of our chapter. The Star Award is presented by the National Labor and Employment Relations Association to a chapter that has exhibited the highest level



of merit in a number of different categories, including programming, innovation, scholarship and communications. National President Eileen Hoffman and National Chapter Committee Chair Bill Canak were both gracious in their praise of the Long Island chapter when they presented the award in Chicago.

Tom Lilly, Jr.

It is possible to be a member of a LERA chapter without being a member of National LERA. National LERA promotes significant scholarship on labor and employment issues. National LERA members receive several publications, including the National LERA newsletter, *Perspectives on Work* magazine, and the National *LERA Directory*. Members are also invited to attend the annual National LERA meeting, to participate in various Interest Sections and Industry Councils, and to submit research papers. Organizational members include the AFL-CIO, General Electric, Cornell University and the Society for Human Resources Management. If you are interested in joining National LERA, you can visit their web site at lera.uiuc.edu.

Obviously, National LERA did not give us the Star Award as a result of any accomplishments during the first five days of my term as your president. Accordingly, I would like to thank our immediate past president, Peter Bee, for his fine leadership of our organization over the

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UPCOMING CHAPTER
MEETINGS

PLEASE ADD THESE TO YOUR CALENDAR

WED., MAR. 14, 2007 (SEE INSERT)

**SPEAKER: JOHN R. DURSO, PRES. L338,
RWSDU/UFCW & LI FED OF LABOR**

SPRING CONFERENCE, MAY 4

DESEVERSKY CENTER, OLD WESTBURY

THUR., JUNE 14, 2007 (NASSAU BAR)

SPEAKER: AL BLYER, NLRB REG. DIR.

CHAPTER IS HONORED BY
NATIONAL LERA



PHOTOS FROM THE DECEMBER 2006 HOLIDAY PARTY



Your executive board busy at work.



Tom Wassel and Ellen Schuler-Mauk



Frank Franzini, Beverly Harrison and Amanda Barker (above).

Gene Ginsberg, Jim Conlon and David Weissman (right).

(If there are errors in any photo ID's we apologize in advance.)



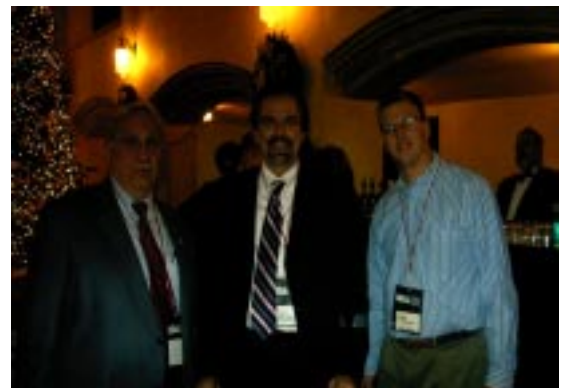
Richard Roth, Peter Bee (beardless), Steve Bluth and Tom Lilly



Max Zimny and Phyllis Almenoff



Robert Lichterman



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last two years. I understand that Peter has been nominated for mayor of Garden City. Garden City's gain is our loss. We look forward to insights from Peter on the labor and employment issues he encounters in village government.

One important factor in National LERA's recognition of our chapter was the continued excellent quality of our Spring Conference. As a regular attendee of the Spring Conference, I have been repeatedly impressed, entertained and educated. The 2006 Conference was particularly successful. Conference Committee Chairmen Rich Roth and Tom Wassel were largely responsible for that success.

Another important factor in our national recognition was the quality of our communications with our members. Those communications include, of course, the newsletter you are now reading, which is edited each quarter by Jerry Grayson. In addition, Jerry and Tom Wassel have launched our chapter website at lilera.org. (Tom, our newest chapter officer and official webmaster, has obviously had a great impact on our organization in a relatively short time.) Please visit the website for assorted LERA news and information, including membership applications.

Also important as part of member communications are our quarterly meetings. I am pleased to announce that we have excellent presentations scheduled for the first half of this year. **On March 14, 2007, we will have a presentation by John Durso, President of Local 338 of the RWDSU/UFCW, and President of the Long Island Federation of Labor.** John is one of Long Island's preeminent labor leaders, and a dynamic speaker. **On June 14, 2007, National Labor Relations Board Regional Director Al Blyer will be our guest.** Al is always informative, and is sure to have important insights into the recent significant NLRB developments.

Ultimately, of course, the most important aspect of Long Island LERA is not our national awards, our educational conferences, our newsletter, our website or our speakers. We are what we are because of the quality of our membership. Some of the finest labor leaders, human resources professionals, arbitrators, educators, and labor and employment lawyers work and/or live on Long Island, and belong to Long Island LERA. The wealth of knowledge, experience and insight available to us is a tremendous asset. It is with this in mind that I thank you for allowing me to serve as your president. I look forward to the next two years with great enthusiasm.



Gene Ginsberg, Jerry Grayson and Jim Conlon

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of public employees in regard to free speech. He did this by reviewing a series of cases.

Philip L. Maier, Regional Director of NYS PERB, discussed the administration of the Taylor Law.

Wayne J. Schaefer made the final presentation. He spoke from a union perspective on the PBA v. PERB. His main concern was the issue of discipline as it related to police departments within the context of collective bargaining.

The conference was well attended and the material presented was timely and relevant. I hope to be able to participate in future meetings of this group.

REPORT ON OUR NEW WEBSITE

www.lilera.org

Our new website is up and running. With the technical assistance provided by Executive Board member Tom Wassel (and some help from his firm, Cullen and Dykman) the following are available for your perusal:

- Benefits of joining our chapter
- Executive Officer Roster
- National LERA constitution
- Dates and locations of upcoming meetings
- A membership application
- The last three newsletters
- Links to LERA national and other websites

Please take a look and let us know if there are any suggestions that will make the site more useful to those that consult it.



LABOR LAW CONFERENCE

by Jerry Grayson

On Friday, October 27, 2006, I attended the 18th Annual Labor and Employment Law Conference presented by the Suffolk Academy of Law (Suffolk County Bar Association) Labor & Employment Law Committee and the Center for Labor & Industrial Relations of New York Institute of Technology. The theme of the conference, which was held at the Hyatt Regency Wind Watch Hotel in Hauppauge, was "Law in the Workplace, 2006."

After a welcome by Richard V. Rappaport, the keynote address was presented by the Suffolk DA in Charge of the Economic Crimes Unit, Edward Heilig. Mr. Heilig spent some time discussing the problem of enforcing the law on Prevailing Wages, which is Section 220 of the State Labor Law, but he choose to emphasize the topic of Economic Crimes.

D.A. Heilig's talk was followed by a "Public Sector Legal Update" presented by John M. Crotty, former Deputy Chair and Counsel, NYS PERB.

To provide balance, Brian S. Conneely of Rivkin Radler, LLP presented an "Employment Law Update" that concentrated on the private sector.

Unfortunately, the coffee and networking break, which was at 11:15 a.m., was devoid of coffee. It was not, however, devoid of networking. When everyone returned, a role playing skit and panel was presented on the topic of "Harassment in the Workplace?" Attorney Scott M. Mishkin was the creator and he provided the actors that participated.

Discussion followed, led by Jeffrey N. Naness, one of our members, giving the employer's perspective. The aforementioned Scott Mishkin presented the plaintiff's perspective and Robert Lewis (yes, that Lewis) provided a neutral point-of-view.

Lunch was served at about 12:30 and the speaker was

Joyce Yearwood, Director of the Office of Sexual Harassment Issues, NY State Division of Human Rights. She described the process that is followed when a complaint is made to her office. An investigator is assigned to the case to ascertain the facts and makes a report to his/her supervisor. The supervisor then makes a determination as to whether the facts warrant a follow-up.

Following lunch, it was necessary to make a decision (not during lunch, since there were no choices) as to which workshop you would attend. I chose panel B, "Hot Topics in the Public Sector," Panel A, "Whistle Blower & Related Laws," moderated by Robert M. Rosen, was composed of: Lawrence M. Monat, who spoke on Labor Law 740 and Civil Service 75-b; W. Matthew Groh, whose topic was Sarbanes – Oxley, Health Care Industry Provisions, and Internal Reporting. Investigation/Remedial Action Policies was covered by Diane Pfaenhauer.

Panel B, the session that I attended, was moderated by our colleague, Irving (Ike) Perlman. The first presentation was made by David M. Cohen, from a municipality perspective. He discussed the rights and responsibilities

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**2007 MEMBERSHIP DUES
ARE NOW DUE**
**Checks for \$35.00 should be made payable
to LI LERA and should be mailed to:**
Mr. Richard Roth
Membership Chair, LI LERA
85 Magnolia Lane
East Hills, NY 11577

The Long Island LERA Newsletter is a quarterly publication of the Long Island Chapter of the Labor and Employment Relations Association.

President	Thomas J. Lilly, Jr.
President Elect	Beverly E. Harrison
Ist Vice President	Ernesto Mattace, Jr.
2nd Vice President	Amanda Barker
Secretary	Thomas Wassel
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Newsletter Editor	Gerald H. Grayson
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Notices of address change should be sent to Membership Chairman, Richard Roth at <richarbit@aol.com>.
Inquiries about this publication, as well as submissions, etc. should be sent to Jerry Grayson at <jerryarb@optonline.net>.

Gerald H. Grayson
43 Northcote Drive
Melville, NY 11747-3924

**LONG ISLAND CHAPTER
LABOR AND EMPLOYMENT RELATIONS ASSOCIATION**

**GENERAL MEMBERSHIP MEETING
WED., MARCH 14, 2007
Speaker: John Durso, L338, RWDSU/UFCW**

**PLACE: Pomodorino Ristorante
648 Motor Parkway
Hauppauge, New York
Tel:(631) 951-0026**

DATE: Wednesday, March 14, 2007

**TIME: 4:30 p.m., Executive Board Meeting
5:30 p.m., Social Hour (cash bar)
6:30 p.m., Dinner**

please cut coupon and return with your payment

**TO: EUGENE S. GINSBERG, 300 GARDEN CITY PLAZA, 5TH FLOOR,
GARDEN CITY, NEW YORK 11530
(516) 746-9307**

RESERVATION FORM

Please register the following person(s) for the March 14 meeting. I understand that the fee for dinner for members is \$35 if prepaid, and \$40 at the door. For non-members the fee is \$45. Dinner checks should be made payable to L.I. L.E.R.A.

Name: _____ Organization: _____

Address: _____

E-Mail Address: _____

Number of Persons: _____ Check Amount: _____ Telephone: _____