

## Construction Law Update

**THURSDAY, MARCH 3, 2022**

**3:30pm-4:30pm**

**ZOOM PRESENTATION**

*New laws passed will affect both general contractors and subcontractors. These include a significant change to the Wage and Hour law that has the potential to affect record keeping across the construction industry, contracts between general contractors and their subcontractors, liability for employee wages and changes to prevailing wages. Other changes affect whistleblower laws, OSHA inspections, and NLRB actions for both unionized and non-unionized contractors. Make sure you are aware of these changes now.*

*SHRM and HRCI Credit is available*

Please RSVP by 3/1 to Kristine Cornwell at [kcornwell@hhk.com](mailto:kcornwell@hhk.com)

### *About the Speakers*



*Dawn Lanouette is a Partner at Hinman, Howard and Kattell, LLP and chair of the Labor and Employment Practice Group. She counsels clients on all aspects of their relationship with their employees. She has represented hundreds of clients in the Division of Human Rights, the Equal Employment Opportunity Commission and in state and federal courts in claims involving harassment, discrimination and failure to accommodate disabilities. She is a regular speaker and provides training to clients and business groups on Labor & Employment Updates and Cyber Security Law.*

*Ms. Lanouette is Chair of the Committee on Women in the Law of the Broome County Bar Association (BCBA), and a member of the New York State Bar Association (NYSBA) Committee for Bar Leaders.*



*Thomas Conlon is a Partner at Hinman, Howard & Kattell, LLP and chair of the Pension and Employee Benefit Practice Group. Tom has extensive experience in the design of employee pension and welfare benefits plans and in matters concerning executive compensation.*

*Mr. Conlon is a frequent speaker on a wide variety of pension and employee benefits law, including COBRA continuation coverage issues, and compliance with Section 409A of the Internal Revenue Code of 1986, as amended. Tom has served the United Way of Broome County in a number of capacities and chairs the firm's fundraising efforts for the United Way. He also serves on the board of Johnson City Dollars for Scholars, Inc., a nonprofit 501(c)(3) group that provides college scholarships for seniors at Johnson City High School.*



*Paul Marthy is Special Counsel at Hinman, Howard & Kattell, LLP and member of Construction Law and Litigation Practice Groups and dedicates the bulk of his practice to construction law. Paul advises clients before, during, and after disputes arise. He works with clients during contract preparation and review; job dispute negotiations; and when necessary through mediation, arbitration, and litigation. Paul has been a litigator his entire career; he has extensive experience in state and federal courts and before state and federal administrative law judges.*

*Mr. Marthy also handles residential and commercial real estate matters, business formation, succession planning, acquisitions, mergers, and transfers. Paul is an active member and speaker of the Northeastern Subcontractors Association, the Associated General Contractors of New York, the Eastern Contractors Association, and the New York State Concrete Masonry Association.*