

PLEASE JOIN
CLIFTON BUDD & DeMARIA, LLP
FOR A SPECIAL BREAKFAST BRIEFING
**COMPLYING WITH THE NEW COBRA SUBSIDY LAW
AND NEW YORK'S RECENTLY ENACTED WARN ACT**



Wednesday, March 25, 2009

8:30 a.m. to 10:30 a.m.

**Registration and Continental Breakfast
Starting at 8 a.m.**

at the

Yale Club

50 Vanderbilt Avenue

The Trumbull Room

Please join us for this informative breakfast briefing.

**Call Maire Liota at Clifton Budd & DeMaria, LLP
for reservations at (212) 687-7410.**

Due to the current economic climate, employers are increasingly considering layoffs, reorganizations and other changes to the workplace. At the same time, two new laws relating to termination of employees have been enacted. They are the New York WARN Act and its newly-enacted regulations and the American Recovery and Reinvestment Act of 2009 which imposes new obligations on employers under COBRA. These changes in the law will immediately impact employers. Therefore, it is imperative that employers familiarize themselves with their obligations under these laws. This seminar will be concentrated on the new laws and how they may impact employers.

On February 18, 2009, the New York Labor Department formally published its **Emergency/Proposed Regulations governing the interpretation and implementation of the New York WARN Act which became effective on February 1, 2009.** The Labor Department promulgated these regulations due to the "dramatic" job losses occurring within the state. Employers should familiarize themselves with the regulations before considering any reductions and/or reorganizations within their workplaces. This seminar will provide you with the information needed to interpret and apply these regulations.

On February 17th President Obama signed **the American Recovery and Reinvestment Act of 2009.** That Law includes a provision for **subsidizing COBRA costs** for any employee who was or is involuntarily terminated between September 1, 2008 and December 31, 2009 and who was or is eligible for continuation of coverage under a group health plan. The subsidy even applies to plans and employers who are exempt from COBRA but who are obligated to offer continuation coverage under state law or federal laws other than COBRA. Employers and plan administrators **face new and immediate notice obligations,** as the law provides for a second chance at continuation coverage for those employees who were laid off after September 1, 2008 and who turned down offers of COBRA. This seminar will provide you with the text of the notices now necessary under the law as well as guidance on compliance with the law to avoid unnecessary expense and exposure to fines and penalties.

The program will be conducted by Richard K. Muser, a partner and Diane M. Pietraszewski, an associate, at Clifton Budd & DeMaria, LLP, a New York City based law firm that concentrates its practice on employment and labor related matters. Mr. Muser devotes a significant portion of his practice to employee benefits law. Ms. Pietraszewski spends considerable time advising clients on compliance with state and federal employment laws.