



Interstate Labor Standards Association

61st Annual National Conference Agenda

August 11, 2025, to August 14, 2025

Buffalo Convention Center

153 Franklin Street

Buffalo, New York 14202

Monday, August 11, 2025

Business Casual Attire

8:00am – 9:30am	Registration Buffalo Convention Center Lobby
8:00am – 9:30am	Breakfast Room 101CF
8:45 am – 9:45 am	Executive Board Meeting Room 101A
10:00am – 10:15am	Opening Ceremonies Room 101BG <ul style="list-style-type: none">• Shaun McCready, ILSA President
	Introduction of ILSA Officers Review of Agenda, Resolutions and Nominations Process
10:15am – 10:45am	Welcome to New York <ul style="list-style-type: none">• Roberta Reardon, New York State Commissioner of Labor
10:45am – 12:15pm	State Roll Call Please limit to 3 minutes per state.
12:15pm – 1:45pm	Lunch (on your own)
1:15pm – 1:45pm	By-Laws Amendment Committee Selection Meeting Room 101A Voting Delegates only
1:45pm – 2:30pm	State Roll Call Continued Room 101BG
2:30pm – 3:30pm	U.S. Department of Labor Remarks & Updates Room 101BG Description: A presentation focused on significant U.S. DOL Policy and enforcement updates, strategic initiatives, and agency priorities. Facilitators: <ul style="list-style-type: none">• Dieera Fitzgerald, Associate Administrator of Policy for the U.S. Department of Labor, Wage and Hour Division
3:30pm	Adjourn Prepare for Welcome Reception. Please arrive at 4pm for a group photo.
4:00pm	Welcome Reception/Pin Exchange Buffalo Convention Center Lobby

Reminders:

Resolutions – Submit to the Secretary no later than Tuesday, August 12, 2025 at 5:00pm

Nominations – Submit nominations to the Secretary no later than Tuesday, August 12, 2025 at 5:00pm



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8:00am – 9:00am	Breakfast Room 101CF
9:00am – 10:00am	Francis Perkins Room 101BG Description: A presentation about the Fourth United States Secretary of Labor, first ever female cabinet member, and inaugural New York State Industrial Commissioner. Facilitator: <ul style="list-style-type: none">• Steven Calco, Interim Assistant Director of the Kheel Center at the Cornell School of Industrial and Labor Relations
10:00am – 11:00am	Adapting to a World with AI Room 101BG Description: A presentation and facilitated discussion on the application of AI platforms to the work of the Department and how it can be a tool to assist staff. Facilitator: <ul style="list-style-type: none">• Scott Melvin, Executive Deputy Commissioner, New York State Department of Labor
11:00am – 11:15am	Break
11:15am – 12:15pm	Engaging with Immigrant Communities Description: A presentations and facilities discussion on engaging with immigrant communities and providing support given recent shifts in federal policy. Facilitators: <ul style="list-style-type: none">• Reyna Moreno, Deputy Director of Division of Compliance & Education, New York State Department of Labor• Irma Jaimes-Alonso, Human Trafficking Council Rep., Division of Labor Standards, Colorado Department of Labor and Employment
12:15pm – 1:30pm	Lunch (on your own)
1:30pm – 3:00pm	Child Labor Laws Room 101BG Description: A presentation and facilitated discussion on recent changes and proposed changes to the various states' laws regarding the permitted industries, hours ang wages for employing minors. Facilitators: <ul style="list-style-type: none">• Jennifer Fields, Wage and Hour Division Manager, Michigan Labor and Economic Opportunity, Bureau of Employment Relations• Lester Claravall, Child Labor Program Administrator, Oklahoma Department of Labor• Yolanda O'Shea, Supervising Investigator, Massachusetts Attorney General's Office• Susie Reynolds, Fair Labor Standards Division Manager, Illinois Department of Labor



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3:00pm – 3:15pm

Break

3:15pm – 4:45pm

Breakout Sessions

Option 1 (Room 101A):

Prevailing Wage

Descriptions: A presentation and facilitated discussion on recent changes to prevailing wage laws, news electronic filing and registration requirements, expansion into private construction, and the new landscape of Davis Bacon Enforcement.

Facilitators:

- Shaun McCready, Director of the Bureau of Public Work and Prevailing Wage Enforcement, New York State Department of Labor
- Karen Bugar, State Program Administrative Director – Prevailing Wage Minnesota Department of Labor & Industry
- Toni M. Longo, Director of Division of Wage & Compliance, New Jersey Department of Labor and Workforce Development
- Jason Keller, Assistant Director, Illinois Department of Labor

Option 2 (Room 101BG):

Minimum Wage & Tip Credit

Description: A presentation and facilitated discussion on changes to minimum wage and tip credit laws and current approaches to enforcement and education for compliance.

Facilitators:

- Jennifer Fields, Wage and Hour Division Manager, Michigan Department of Labor and Economic Opportunity/Bureau of Employment Relations
- Maura McCann, Director of Labor Standards, New York State Department of Labor

4:45pm

Adjourn (Dinner on your own)

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Resolutions – Submit resolutions to the Secretary no later than Tuesday, August 12, 2025 at 5:00pm

Nominations – Submit nominations to the Secretary no later than Tuesday, August 12, 2025 at 5:00pm



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Wednesday, August 13, 2025

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8:00am – 9:00am **Breakfast** Room 101CF

9:00am – 10:00am **Social Equity in NY Cannabis Market** Room 101BG

Description: A presentation and facilitated discussion on the efforts to promote social equity and support entrepreneurship in the emerging cannabis market and create upward mobility for those who were most disproportionately impacted by the criminalization of cannabis.

Facilitator:

- Esta Bigler, Director of Labor and Employment Law at the Cornell School of Industrial and Labor Relations, New York and Co-Chair of the Cannabis Workforce Initiatives

10:00am – 11:00am **Standing Up New Online Systems** Room 101BG

Description: A presentation and facilitated discussion on building or buying new case management, licensing, and other software in response to new legislation, agency modernization, or both, as well as the process of training and assigning staff to run the new systems and preparing the public to use them.

Facilitator:

- Kathleen Mannix, Deputy Director of the Bureau of Public Work & Prevailing Wage Enforcement, New York State Department of Labor
- Andrew Niedzinski, Administrator, Wage & Hour Division, Michigan Department of Labor & Economic Opportunity

11:00am – 11:05am **Break**

11:05am – 12:05pm **Mediation and Dispute Resolution** Room 101BG

Description: A presentation and facilitated discussion on methods to resolving investigations/violations through the mediation process instead of a full adversarial hearing and how to approach and address disputed with employers.

Facilitators:

- Heather Rowe, Chief of Investigations, Fair Labor Division, Massachusetts Attorney General's Office
- Ganapathi Ramaswamy, Deputy General Counsel, Illinois Department of Labor

12:05pm – 1:05pm **Lunch** (on your own)



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1:05pm – 2:05pm

Investigator Training Room 101BG

Description: A presentation and facilitated discussion on the best practices for on-boarding and training new investigators to prepare them for the job ahead and making them an effective member of the team.

Facilitators:

- Shaun McCready, Director of the Bureau of Public Work and Prevailing Wage Enforcement, New York State Department of Labor
- Jen Pak, Supervising Investigator, Fair Labor Standards Division, Massachusetts Attorney General's Office

2:05pm – 2:20pm

Regional Elections Room 101BG and 101A

2:20pm – 2:35pm

Break

2:35pm – 3:00pm

Resolutions and Nominations

- Discussion of any resolutions received
- Announcement of nominations for new officers
- Voting for any resolutions
- Voting for new officers

3:00pm – 3:45pm

Annual ILSA Business Meeting Room 101BG

- Call to order
- Roll Call of voting delegates
- Approval of minutes from previous conference
- Financial Report
- Old and new business
- Voting for any resolutions
- Voting for new officers

3:45pm

Adjourn (Prepare for Evening Event)

5:00pm – 6:00pm

Evening Event: Maid of The Mist

Please meet at the Boat Tour located at:

1 Prospect St, Niagara Falls, NY 14303 Niagara Falls State Park Parking Lot 1

Please arrive a few minutes early as the tour leaves the dock at 5:00pm.

7:00pm

Dinner: The Terrace at Delaware Park

Please meet at the venue located at:

199 Lincoln Pkwy., Buffalo, NY 14222.

Note: For travel to the evening event, please coordinate with other members in advance to arrange transportation/ride shares. The Maid of the Mist is about a 25-minute drive from the Buffalo Convention Center.



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8:00am – 9:00am **Breakfast** Room 101CF

9:00am – 10:00am **Working with a Local Prosecutor's Office** Room 101BG

Description: A presentation and facilitated discussion on the best practices for coordinated with criminal prosecutors on the enforcement of labor laws and the different considerations, resources, and standard of proof that they have to offer or contend with.

Facilitators:

- Adriana Noyola, Assistant District Attorney, Suffolk County New York
- Amy Schneider, Assistant Attorney General, New York State Attorney General's Office

10:00am – 11:00am **Criminal Enforcement of Wage Laws** Room 101BG

Description: A presentation and facilitated discussion regarding efforts to foster an ongoing conversation among criminal prosecutors across the country to share case studies, best practices, and lessons learned from bringing criminal cases against employers for wage theft and related crimes.

Facilitators:

- Terri Gerstein, Director of New York University Wagner Labor Initiative NYU's Wagner Graduate School of Public Service.

11:00am – 11:15am **Break**

11:15am – 12:15pm **National Coordination of Enforcement Efforts** Room 101BG

Description: A presentation and facilitated discussion continuing the discussion on how to best go after the bad actor employers and coordinate efforts across the states, particularly in light of the changes in policy at the federal level.

Facilitator:

- Jessica Looman, Former United States Department of Labor Wage & Hour Administrator/NYU Fellow



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Strategic Enforcement and Drones Room 101BG

Description: A presentation and facilitated discussion led by NYS Department of Labor Bureau of Public Work Investigators who have been at the forefront of transforming the Bureau from eleven independently operating offices to a coordinated program where multiple offices and the state-wide Strike Force coordinate on targeted enforcement actions in the regions that need it.

Facilitators:

- Jeremy Voss, Supervising Wage Investigator, Bureau of Public Work and Prevailing Wage Enforcement, New York State Department of Labor
- Cliff Bedenbaugh, Senior Investigator, Bureau of Public Work and Prevailing Wage Enforcement, New York State Department of Labor
- James Kilby, Investigative Officer, Bureau of Public Work and Prevailing Wage Enforcement, New York State Department of Labor

1:15pm – 2:00pm

Roundtable Discussion/Evaluation of Conference/Closing Remarks

- Evaluate 2025 conference
- List of items for next year's agenda
- Plan next year's board meetings
- Installation of New Officers

2:00pm

Adjourn

**THANK YOU FOR ATTENDING
SAFE TRAVELS**

**WE LOOK FORWARD TO SEEING YOU IN OREGON FOR THE
62nd ANNUAL NATIONAL CONFERENCE IN 2026**