

A hand in a dark suit jacket is shown from the wrist up, pointing upwards with the index finger. The years 2021, 2022, 2023, 2024, and 2025 are overlaid on the hand, with 2024 being the largest and most prominent. The background is a blurred outdoor scene with trees and a bright sky.

BUSINESS IN 2024

WEEKLY WEBINAR SERIES



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Your Host



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TODAY'S AGENDA

Gabe Oberfield (12:00 P.M. – 12:05 P.M.)

- Introductions and NYS Legislative Session

Katie Schafer (12:05 P.M – 12:15 P.M.)

- Unlimited PTO: The Answer You've Been Looking For Or Your Worst Nightmare?

Erin Torcello (12:15 P.M. – 12:25 P.M.)

- Clean Slate Act Implementation

Chris Leone (12:25 P.M. – 12:35 P.M.)

- A History of the Semiconductor Industry, and a Look, Ahead

Jeff Gleason (12:35 P.M. – 12:45 P.M.)

- The Swing of the Sports Betting Pendulum

NYS Legislative Session – Moving to Close

- Session slated to end this week, and unlikely to extend
 - *Budget included significant program elements*
- What might make it (a sampling):
 - Social media involving kids
 - Warning signs at sites of gun sales
 - Data privacy protections
 - Grieving Families Act?



Credit: Albany.org

MAY 2024						
S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
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23	24	25	26	27	28	29
30						

January 3 2024 Legislative Session convenes
 January 15 Martin Luther King, Jr. Day
 January 16 Final Day for Submission of Executive Budget

February 19 Presidents' Day
 April 1 Beginning of new Fiscal Year
 May 27 Memorial Day

■ Session

Credit: New York State Assembly

Unlimited PTO: The Answer You've Been Looking For Or Your Worst Nightmare?



Katherine R. Schafer

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Policy allowing employees to take as much paid time off as they desire as long as they complete their work and meet all applicable deadlines.

Pros

- Benefit to address labor shortages, separate yourself from competitors, and combat employee retention issues
- Offering employee flexibility in work/life balance and autonomy they may now expect
- Alleviates administrative burden of tracking employees' time off
- Results-oriented, focused on meeting objectives
- Foster trust
- Avoid burnout
- Potential cost-savings (payouts at separation)

Pitfalls

- Not an option in industries where coverage is essential
- Without restrictions, employers may find themselves paying for lengthy family and medical related absences
- Requires strong management and performance management to ensure work is being completed and deadlines are met
- Inconsistent enforcement in approval of time off requests
- Difficulties disciplining employees on excessive absences
- Employees taking less time off
- Poor morale, animosity amongst employees (keeping score)
- Liability if comingled with sick leave required by law and denied
- Lost “face time”, collaboration, mentoring
- Risk of triggering payout obligations if a “cap” is placed on days

Considerations

- Essential to have clear written policy, compliant with state and local laws
- “Unlimited Vacation Policy” instead of “Unlimited PTO”
- Limit number of consecutive days that can be taken
- Policy language distinguishing absences for FMLA, ADA leave, Workers’ Compensation, Paid Sick Leave, etc.
- Require advance requests, prior approval, and reservation of right to deny due to business needs/deadlines
- “Blackout” times
- Policy language that time does not accrue and does not get paid out at separation
- Consider how you’ll transition from your current policy

Clean Slate Act



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A Brief Look at the History and Future of the Semiconductor Industry



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Why is it called the semiconductor industry?

- The semiconductor industry begins with two groundbreaking inventions:

Transistor

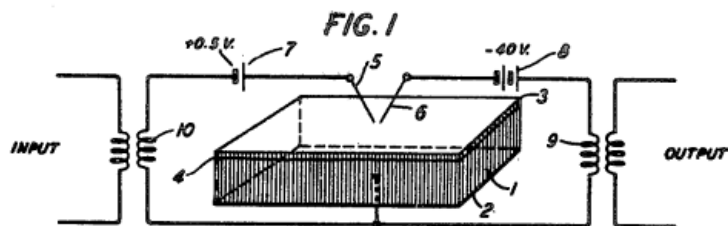
Oct. 3, 1950

J. BARDEEN ET AL
THREE-ELECTRODE CIRCUIT ELEMENT UTILIZING
SEMICONDUCTIVE MATERIALS

2,524,035

Filed June 17, 1948

3 Sheets-Sheet 1



Integrated Circuit

June 23, 1964

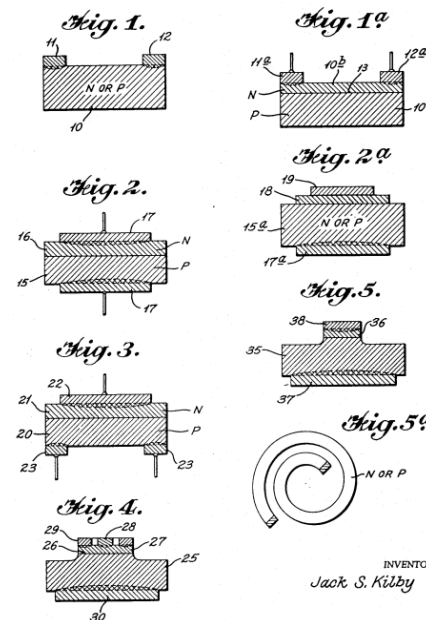
J. S. KILBY

3,138,743

MINIATURIZED ELECTRONIC CIRCUITS

Filed Feb. 6, 1959

4 Sheets-Sheet 1

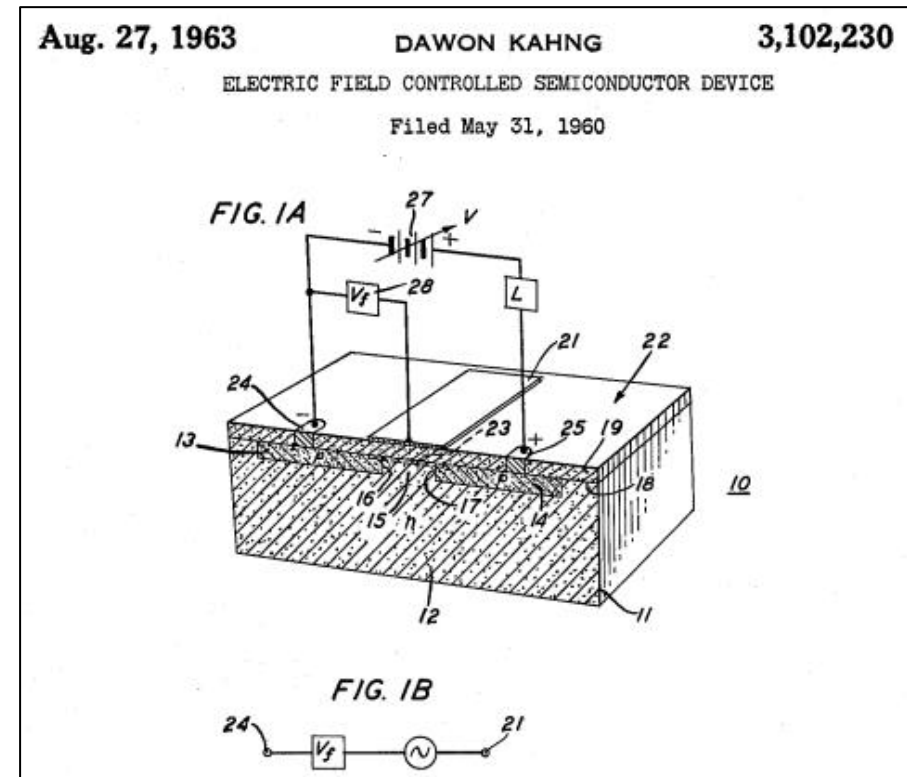


A history in patent filings

- U.S. Patent No. 1,745,175 to Lilienfeld (originally filed in Canada in 1925) for field effect transistor
- U.S. Patent No. 2,524,035 to Bardeen and Brattain for point-contact transistor (filed June 1948)
- U.S. Patent No. 2,502,488 to Shockley for BJT (filed September 1948)
- U.S. Patent No. 3,102,230 to Kahng for MOSFET (filed May 1960)
- U.S. Patent No. 3,138,743 to Kilby for IC (filed February 1959)

MOSFET

- Allows control of large current through a small voltage
- Very efficient for logic (on-off → 1-0)
- Highly scalable



Moore's Law

- Semiconductor industry has generally progressed according to Moore's law
- Moore's Law = The observation that the number of transistors on an IC doubles every 2-3 years
- More transistors = more computing power

Semiconductor Manufacturing

- Billions of devices are formed on a single silicon wafer
- Wafers are subject to chemical and mechanical polishing to remove imperfections
- SiO₂ layer is grown directly onto the silicon wafer
- Patterns are etched onto the chip (i.e., photolithography)
- Chemical vapor deposition/epitaxy introduces additional layers
- Metallization deposits interconnect elements
- Circuits are diced and packaged

TSMC

- Taiwan Semiconductor Manufacturing Company (TSMC) is world's largest independent semiconductor foundry
- Formed by Morris Chang of Texas Instruments with “blank check” from Taiwanese government and a key investment from Royal Philips
- TSMC builds chips based on customer specs
- This business model makes other semiconductor companies its customers, rather than its competitors

Areas of the Semiconductor Industry

- Fabless companies design, but do not manufacture chips
 - e.g., Apple, Qualcomm, Nvidia
- Other businesses specialize in manufacturing particular types of chips
 - Samsung and Micron with memory chips
 - TI with analog chips
- Other business focus on particular aspects of the manufacturing processing
 - e.g., ASML makes photolithography technology used in forming chip features

CHIPS Act

- Economies of scale are key in chip manufacturing
- Chips act seeks to address this problem with financial incentives to promote semiconductor manufacturing within the US
- Generally bars Chinese companies unless they receive a waiver
- Special consideration given to:
 - Geographic diversity
 - Areas with low per-capita income
 - Areas with high proportion of social disadvantaged residents
 - Small and rural communities

The future of semiconductors

- Moore's law is ending, so what's next?
 - New principles of operation (e.g., spintronics)
 - New materials (e.g., carbon nanotubes)
 - Artificial Intelligence

The Swing of the Sports Betting Pendulum



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Ippei Mizuhara

- Official interpreter for the MLB Los Angeles Dodgers' superstar Shohei Ohtani
- Operating in offshore unregulated sports betting markets, Mizuhara averaged \$12,000 in bets daily, while losing approximately \$40 million dollars
- With massive debt due to betting on credit, Mizuhara stole nearly \$17 million from Ohtani to pay back books
- Plead guilty in federal court in California to one count of bank fraud and one count of submitting a false tax return; includes full restitution



Ippei Mizuhara (left) pictured with Shohei Ohtani

Jontay Porter

- Two-way player for the Toronto Raptors of the NBA
- Associate placed a \$80,000 bet to win \$1.1 Million on an “under” bet
- The NBA investigation found that Porter influenced the outcome of the bet by claiming that he felt ill and leaving the game
- Porter received a lifetime ban from the NBA for his actions



NBA Proposed Regulations

- Proposed framework to limit prop betting
 - Prohibiting markets for “two-way” players or minimum contract players
 - Possibly removing “under” bets for player props
- “Only so much control” the league has regarding regulation



NCAA and State Legislation

- Strong push to remove player prop bets
 - Recent bans in OH, VT, MD; LA ban effective August 1, 2024
- Working to cut down on harassment of student athletes
 - Proposed WV legislation to exclude bettors engaging in harassing behavior



Your Questions



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WORKPLACE 2024

NYS Legislative Session

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New York Employment Law: The Essential Guide

NYS Bar Association Members can buy the book from the bar [here](#).

Non-NYS Bar Association Members can purchase through Amazon [here](#).

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