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William E. O’Gara, Partner, Pannone Lopes Devereaux & West, to Examine the Impact of New RI Laws on Same Sex Marriage and Medical Marijuana at EANE Workshop

Providence, RI – June 24, 2013 – Pannone Lopes Devereaux & West LLC (PLDW) Partner William E. O’Gara will present a briefing on how Rhode Island's new laws regarding same sex marriage and medical marijuana will affect human resource policies and practices at a workshop hosted by the Employers Association of the North East (EANE) on June 27th from 8:00 to 11 a.m. at the Kirkbrae Country Club in Lincoln. Attorney O’Gara will be joined by Mark Adams, SPHR, for the briefing entitled, *How New Legislation Will Effect RI Employers*. To register for the event, log onto

<http://www.eane.org/medical-marijuana-same-sex-marriage-impact-on-rhode-island-employers/>

Attorney O’Gara and Mr. Adams will delve into adjustments Rhode Island companies should consider in their HR policies to be compliant with the new regulations. Topics will include: Analyzing and adjusting leave of absences; FMLA and other policies to ensure that same sex spouses are treated appropriately; same sex spouses and the definition of a "dependent" and how this affects taxation of the employee's insurance benefits, and medical marijuana legislation and its effect on assuring that employees are ready and able to work.

Attorney O’Gara, who is the 2013 Rhode Island “Lawyer of the Year” for his practice of Labor Law – Management, leads the firm's Litigation and Employment Teams. His practice is extensive with a significant depth of experience handling diverse matters before federal and state courts and administrative agencies, including the Rhode Island Commission on Human Rights and the Massachusetts Commission against Discrimination.

Attorney O’Gara routinely represents employers in matters ranging from sexual harassment to retirement issues. His diverse practice also includes defending wrongful termination and discrimination claims, contract negotiations and matters of union representation. He is a frequent lecturer on human resources management topics, and is a contributor and editor of human resource and personnel policy handbooks and guides for small and large private and public sector entities. He is also the editor of the firm’s monthly Employment *ADVISORY*.

For more information about the EANE or the workshop, log onto www.eane.org. To reach Mr. O’Gara, email wogara@pldw.com or call 401-824-5100. For more information about PLDW, contact David C. Sweet, Director of Administration, at dsweet@pldw.com, or visit www.pldw.com.

About Pannone Lopes Devereaux & West LLC

The attorneys and staff at Pannone Lopes Devereaux & West LLC (PLDW) are committed to developing practical and cost-effective solutions while also being supportive of the community in a meaningful way. With offices in Rhode Island, Connecticut, Massachusetts, New York and Florida, PLDW has developed a business model that combines international expertise with a more cost-effective delivery system that involves cross training of lawyers and a more practical approach to problem solving. The primary areas of practice for the firm include administrative, corporate and municipal law, civil litigation, employment, government relations, real estate and commercial lending and estate planning and special masterships. The partners demand of themselves and those on the PLDW team, an unparalleled sense of urgency and responsiveness which is derived from an authentic appreciation for their clients and the community in which they serve. For more information, visit www.pldw.com.