

April 28, 2026

10 am-11:30 am

1.5 CEUs Available for LNHAs & ALAs

NYSHFA
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The Everchanging Healthcare Workplace: Employment Risks for Healthcare Employers

Healthcare employers operate in an increasingly complex and evolving regulatory environment when it comes to managing their workforce. This program will explore emerging employment risks facing healthcare organizations, including the changing legal landscape surrounding restrictive covenants, expanding employee leave protections, and the latest developments in worker classification rules. Designed for healthcare organizations and industry professionals, this session will offer practical compliance strategies and risk-management insights to help employers navigate today's rapidly shifting employment landscape.

Graig Zappia is a member of O'Connell and Aronowitz's Business Law & Transactions practice group and advises businesses across a range of industries, including healthcare providers and healthcare-related entities, on transactional, regulatory, and litigation matters. His practice focuses on helping clients navigate complex operational, compliance, and business challenges.

Graig represents medical practices, laboratories, and other healthcare providers in business transactions, reimbursement and payor disputes, regulatory compliance matters, and related commercial litigation. He regularly counsels clients on contractual relationships, operational risk, and state and federal regulatory frameworks affecting healthcare entities, and works closely with clients to develop practical, business-driven solutions.

Graig's healthcare practice is closely integrated with his business and employment-law experience. He advises organizations on asset acquisitions and sales, entity formation, governance matters, and day-to-day business counseling, as well as employment issues involving workplace discrimination, wage-and-hour compliance, FLSA and FMLA claims, restrictive covenants, and separation and severance matters. This integrated approach allows Graig to address legal issues holistically, with an understanding of how regulatory, operational, and workforce considerations intersect.



Graig Zappia, Esq.
O'Connell & Aronowitz

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