



Presenter Biography

Mark D. Soycher Counsel, Human Resources Services, CBIA

Mark Soycher has over 30 years experience guiding Connecticut employers and employees through the maze of laws and regulations affecting their workplace, providing legal assistance with all workplace problems from hiring to firing, and on how best to plan and apply workplace strategies that anticipate and avoid legal disputes.

As HR Counsel at CBIA, the state's largest business organization, Soycher responds to thousands of personnel-related inquires annually from member companies, and has conducted training sessions for thousands of Connecticut workers on a wide range of topics, including Sexual Harassment Prevention, Drug and Alcohol Abuse Prevention, Employment Law for Managers, Workplace Discrimination, ADA and Ethics Compliance. Previously, Soycher was in private law practice for a dozen years, representing and counseling both employers and individuals in employment matters. Before that, he was general counsel and lobbyist for the Associated General Contractors of Connecticut, a construction industry trade association.

Soycher has a bachelor's degree in psychology from Rutgers University, a master's degree in special education from William Paterson College, and a law degree from New York Law School. He is a member of the Connecticut bar association, and serves on the executive committee of the Connecticut Bar Association's labor and employment law section. He is also a member of the Society for Human Resource Management (SHRM), currently serving as Director of Legislative Affairs on the SHRM-CT HR Council, and is a board member of the Connecticut Business Leadership Network (CTBLN), a coalition of CT employers working to increase employment opportunities for people with disabilities.

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