

EFFECTIVELY MANAGING LEAVES OF ABSENCE AND THE REASONABLE ACCOMMODATION PROCESS: THE LAW (PART 1)

There has been a huge change in workplace law over the past 20 years. New, burdensome “leave” laws protect more employee absences. At the same time, the Americans With Disabilities Act has been amended to cover more employees. These developments pose challenges for even the most experienced HR professionals.

Through hypotheticals and group discussion, attendees will learn how to apply core legal principles to the most common real-world disability accommodations and leave management problems. We address:

- The definition of “disability” under state and federal law
- The scope of the “interactive process”
- What accommodations are “reasonable?”
- The interplay between leave laws and reasonable accommodation
- Understanding FMLA/CFRA leave, including intermittent, reduced schedule time off
- When leave is considered a reasonable accommodation

Attendees will receive many practical tools, including checklists, charts, resources for finding accommodation ideas, and more! Certificates are provided upon completion.



“Great job. I loved the humor and energy. Also enjoyed the real examples.”

-Attendee at recent session

Date: February 7, 2012

Time: 8:30 a.m. - 4:30 p.m.
(Registration at 8:00 a.m.)

Location: 980 9th Street
Second Floor
Sacramento, CA 95814

Cost: \$220 per person
Group discounts are available.
Refunds are available only if cancellation is received by January 30, 2012.



PLEASE SEND ALL QUESTIONS AND REGISTRATIONS TO:

Heather Sawyer, Training and Marketing Coordinator

980 9th Street, Suite 2300, Sacramento, California 95814

Telephone: 916.326.5150 ☎ Facsimile: 916.497.0708

Email: hsawyer@shawvalenza.com



REGISTRATION FORM

Seminar: Effectively Managing Leaves of Absence and the Reasonable Accommodation Process: The Law (Part I)

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Registration is accepted on a first-come, first-served basis.

Registration Information

Name:	Address:
Title:	City/State/Zip:
Company/Agency:	Telephone:
Email:	Facsimile:

Additional Registrant(s)

Name:	Email:
Name:	Email:

Billing Information (if different than above)

Name:	Address:
Title:	City/State/Zip:
Email:	Telephone:

Please make checks payable to Shaw Valenza LLP. Credit cards are accepted online only. Thank you.

Please list any required special accommodations (we need this information at least two weeks prior to the seminar): _____

Amount Enclosed: \$ _____

Forward registration by mail, e-mail, or facsimile (with check to follow) to:

Heather Sawyer, Training and Marketing Coordinator
SHAW VALENZA LLP
980 9th Street, Suite 2300 - Sacramento, California 95814
Telephone: 916.326.5150 - Facsimile: 916.497.0708
Email: hsawyer@shawvalenza.com - Website: <http://shawvalenza.com>