

EFFECTIVELY MANAGING LEAVES OF ABSENCE AND THE REASONABLE ACCOMMODATION PROCESS: 2011 UPDATE

There has been a huge change in workplace law over the past 20 years. More employee absences have become protected by new, burdensome “leave” laws. At the same time, the Americans With Disabilities Act has been amended to include many more employees. Therefore, there will be more requests for reasonable accommodation, including more leaves of absence. How can an employer manage all of these employees’ requests for changes to the work environment and time off? Through hypotheticals and group discussion, attendees will learn how to apply core legal principles to the most common real-world situations. We address a number of topics in this session, including:

- 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
- Flying over the “Bermuda Triangle” of employment law
- Understanding FMLA leave, including intermittent, reduced schedule, and state law
- When leave is considered a reasonable accommodation

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

Date: March 22, 2011

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

Location: 600 I Street
Commission Room
Sacramento, CA 95814

Cost: \$200 per person

Group discounts are available.
Refunds are only available if cancellation is received by March 15, 2011.



*“Engaging, detailed, accurate, informative.
Truly enjoyed the presentation.”*
-Attendee at Recent Session

PLEASE SEND ALL QUESTIONS AND REGISTRATIONS TO:

Heather Sawyer, Training and Marketing Coordinator

520 Capitol Mall, Suite 630, 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: 2011 Update

Date: March 22, 2011

Time: Registration: 8:00 a.m.
Seminar Session: 8:30 a.m. to 4:30 p.m.

Location: Sacramento Housing & Redevelopment Agency
600 I Street, Commission Room
Sacramento, CA 95814

Cost: \$200 per person
Refunds only available if cancellation is received by March 15, 2011.

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
520 Capitol Mall, Suite 630 - Sacramento, California 95814
Telephone: 916.326.5150 - Facsimile: 916.497.0708
Email: hsawyer@shawvalenza.com - Website: <http://shawvalenza.com>