



EFFECTIVELY MANAGING LEAVES OF ABSENCE AND THE REASONABLE ACCOMMODATION PROCESS

Because of recent court decisions and regulatory developments, managing leaves of absence and the reasonable accommodation process is more complicated than ever. Through case studies, hypotheticals, and group discussion, attendees will learn how to apply core legal principles to 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”
- Why reasonable accommodations must be medically necessary, effective and not impose an undue hardship
- How the revised FMLA regulations affect leave management in California
- Strategies for addressing intermittent leave requests
- 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: May 26, 2010

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

Location: Cal/EPA Building, Sierra Room
1001 I Street
Sacramento, CA 95814

Cost: Early Bird: \$200 per person
After May 12, 2010:
\$220 per person

*“I appreciate the quick pace, interaction, and humor.
It was an OUTSTANDING presentation on a
potentially boring subject.”*
-Attendee at Recent Session

Group discounts are available. Refunds are only available if cancellation is received by May 21, 2010.



PLEASE SEND ALL QUESTIONS AND REGISTRATIONS TO:
Heather Sawyer, Training Coordinator
520 Capitol Mall, Suite 630, Sacramento, California 95814
Telephone: 916.326.5150 Facsimile: 916.497.0708
Email: hsawyer@shawvalenza.com

The use of the “Approved Provider” seal is not an endorsement by the HR Certification Institute of the quality of the program. It means this program has met the HR Certification Institute’s pre-approval criteria for recertification credit.



REGISTRATION FORM

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

Registration Information

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

Additional Registrant(s)

Name:	Email:
Name:	Email:

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 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>

** Refunds only available if cancellation is received by May 21, 2010, at 12:00 p.m.*