

## UNTANGLING THE COMPLEX WEB OF LEAVES AND ABSENCES: FMLA/CFRA, PDL, ADA/FEHA, PFL, AND WORKERS' COMPENSATION

Today it is not enough to focus on just one law when an employee is unable to work and is absent from the workplace due to some medical condition, injury, or disability suffered by the employee or family member. Instead, employers are required to understand and comply with how the courts, and federal and state regulatory agencies, are interpreting the interplay between various laws like the FMLA/CFRA, ADA/FEHA, PDL, PFL, and workers' compensation. This seminar is designed to help employers and HR professionals understand this complex interplay. The seminar will also address the recent changes to the FMLA as well as another newly-enacted state leave entitlement.

The topics that will be discussed include, for example:

- New Leave Entitlements under FMLA.
  - Military Family Leave
  - "Exigency" Leave
  - "Caregiver" Leave
- California's New "Military Spouse" Leave.
- What Does Each Statute Provide: A Summary of the Statutes and a Discussion of the Difference Between "Statutory Leaves" and "Wage Replacement Benefits."
- Determining Under What Circumstances the Statutory Leaves and/or Wage Replacement Benefits May Overlap and How to Evaluate and Determine the Employee's Entitlements and the Employer's Obligations Under Each Law.
- The Importance of Engaging in the "Interactive Process."
- Effective Documentation: Policies, Leave Administration Documents, and Medical Certifications.

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### Seminar Details

<b>Date:</b> May 15, 2008	<b>Speakers:</b> Charles L. Post, Lizbeth V. West, Anthony B. Daye
<b>Registration:</b> 8:30 a.m. – 9:00 a.m.	
<b>Program:</b> 9:00 a.m. – 12:00 p.m.	
<b>Location:</b> Weintraub Genshlea Chediak 400 Capitol Mall, 11 <sup>th</sup> Floor Sacramento, CA 95814	<b>RSVP:</b> Ramona Carrillo, (916) 558-6046 or rcarrillo@weintraub.com
<b>Cost:</b> No Charge	Parking validation provided.