

THE CALIFORNIA UNEMPLOYMENT INSURANCE COUNCIL (Southern California Chapter)

Presents

**“Every Employer's Nightmare”
Managing Employee Leaves of Absence Seminar**

Wednesday, February 18, 2015

8:30 a.m. to 2:30 p.m.

**ALMANSOR COURT CONFERENCE CENTER
700 South Almansor Street, Alhambra CA 91801**

Bernadette M. O'Brien, Esq., SPHR

About the Speaker: Bernadette M. O'Brien is the managing attorney of Floyd, Skeren & Kelly, LLP's employment law department and a Senior Professional in Human Resources (SPHR). Ms. O'Brien is the author of the recently released LexisNexis publication, California Leaves of Absence: A Practical Guide for Employers, which covers the extensive leave laws in California including, disability leave, family and medical leave, military leave and pregnancy leave. She is also author of the popular LexisNexis publication Labor and Employment in California: A Guide to Employment Laws, Regulations and Practices.

California has over 16 statutes related to employee leaves of absences. Managing these leaves of absence can be confusing; particularly since leave laws impose overlapping employer obligations. This presentation will identify those leave laws, focusing in on 5 key leaves: work injury related leave; pregnancy leave; family and medical leave; accommodation leave, and military leave.

Topics will include:

- * **NEW California paid sick leave requirements and the impact on company policies, payroll processes, and notices!**
- * Which employers are covered by the various leave laws? * Does leave for jury duty have to be paid?
- * What benefits is the employee entitled to while on leave? * When is a fitness for duty appropriate?
- * Why exceptions to workplace absence policies may be required as an accommodation.
- * Overlapping leave law considerations. * How much leave is required as an accommodation?
- * When is an interactive process required when an employee is on leave or requesting to return to work from leave? * What is the difference between school activities and school appearance leave?
- * Best practices for employer leave policies.

This Seminar is pre-approved for 4.75 HRCI credits

Please register early. Seating is limited. Registration and prepayment are required by February 9, 2015.

Registration: **\$125 CUIC members** / **\$175 for non-members**. Breakfast, lunch and parking are included.

**Announcing special-discounted pricing when you register for both the February Leaves Seminar and the 2015 Annual Employment Conference
Save up to \$75 per person!**



2015 ANNUAL EMPLOYMENT CONFERENCE

Wednesday May 13, 2015 8:00 a.m. to 4:00 p.m.

This Seminar is pending approval for 5.5 HRCI credits

The Grand Event Center ♦ 4101 East Willow Street, Long Beach, CA 90815

Speakers

Drs. Lisa Blum & Silvina Irwin ♦ EDD Tax Department ♦ Stephanie Casale, Esq. Vice President, Century Total Insurance
Tim Sullivan, Vice President Human Resources, Daniel's Jewelers ♦ Richard Simmons, Esq., Attorney - Sheppard, Mullin, Richter and Hampton, LLP

The EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made two weeks prior to the event by sending your request via e-mail to: cucisocal@gmail.com. TTY users, please call the California Relay Service at 711.

Please register online at: <https://2015cuicfebmayevents.eventbrite.com>

Or, mail registration and payment to: **Attn: CUIC Treasurer, 5391 Delong Street Cypress, CA 90630**

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Enclosed is my check, payable to CUIC, for ____ reservations

Company Name _____ Member Non Member

Names(s) _____

Email(s) _____

Lunch Choices for May Event: ____ Chicken ____ Beef ____ Fish ____ Vegetarian

February 2015 Seminar	or	May 2015 All-day Conference	or	Register for Both Events (Discounted)
<input type="checkbox"/> \$125 CUIC Members		<input type="checkbox"/> \$150 CUIC Members		<input type="checkbox"/> \$205 CUIC Members (Save \$70!)
<input type="checkbox"/> \$175 Non-members		<input type="checkbox"/> \$195 Non-members		<input type="checkbox"/> \$295 Non-members (Save \$75!)
(Buffet)		(Select lunch choice)		