

Three Laws Most Impacting Employers

Three Webinars

Third Thursday of the Month



Phyllis Katz of Sands Anderson, PC and the Virginia Retail Merchants Association are offering three Webinars that will take place on the third Thursday of the month in June, July, and August. Advance registration for each is required. *There is no registration fee.* Each presentation is 60 minutes, beginning at 10:30 a.m., followed by questions and answers.

Family and Medical Leave 6/16/2011

Eighteen months have passed since the final FMLA regulations were published. These new regulations brought many changes in the notices that must be provided to employees and how leave requests are to be handled. These topics and the new leave for military caregivers will be covered. The program will end with a discussion of the intertwining of the FMLA, ADA, and employer leave policies.

Americans With Disabilities Act 7/21/2011

The ADA was amended to expand the definition of disability. This expanded definition will shift much more emphasis on the accommodation process. Discussion will focus on handling medical information, using medical information in the accommodation process, what might constitute undue hardship, and the necessary documentation that should be kept. Jim Rothrock, Commissioner of the Department of Rehabilitative Services, will discuss the services that the department provides to employers.

Fair Labor Standards 8/18/2011

The recent amendments to the FLSA, including the Youth Opportunity wage, will be discussed as well as the record keeping and documentation necessary to withstand an audit by the Department of Labor. The proper classification of employees has been the focus of many recent court decisions; this topic will also be covered.

Register on

<http://www.sandsanderson.com/news-events.html>

No cost for registering and you can participate right from your desk.