

## TOPIC(S)

With the economy ailing, business owners wonder why the State and Federal legislatures continue burdening them with enhanced employee protections. Many of these laws mandate employer flexibility while managing when, how much, and sometimes even where we can expect employees to work. The stakes were raised considerably last year when the United States Equal Employment Opportunity Commission announced new guidelines which focused on the legal protections afforded to employees who are simultaneously acting as caregivers for aging parents and young children. Dubbed the "sandwich generation", these employees often experience extraordinary demands on their work time that must be respected if the activity in question is one of the many that are protected by law. This program will tell you what you need to know about these laws and provides practical advice to steer clear of costly legal claims. With so many of these rules being counter intuitive, you will not want to miss this valuable seminar. Among the topics to be addressed:

1. The expanding obligations under Federal and State Family Leave Laws;
2. When can you lawfully refuse a time off request;
3. The essential elements of a lawful time off policy;
4. The consequences of non compliance;
5. New military leave requirements;
6. Manage time off for workers injured on and off the job.

## WHO SHOULD ATTEND

- Business Owners
- Employee Benefits Managers
- Human Resource Managers
- Office Managers
- Personnel Staff

## ABOUT THE EAC

The San Fernando Valley EAC is composed of employer volunteers representing a cross section of business and industry. The EAC was developed to promote a stronger partnership between the California EDD and the business community. Its commitment is to assist employers in conducting their business more effectively and efficiently, to provide information on employment-related issues, and to enhance the communication between EDD and the private sector.

For more information about EAC membership, meetings, or this seminar, call Bobbi Rosenquist at (818) 615-1818, ext. 127 or e-mail [pmbobbbit@earthlink.net](mailto:pmbobbbit@earthlink.net).

## INFORMATION

Please visit us at [www.sfveac.org](http://www.sfveac.org) to learn more about our organization and our upcoming events.

## EMPLOYER SEMINAR



## Labor Law Update: Managing Employees Who Can't or Won't Work?

Thursday, November 13, 2008  
7:15 a.m. to 11:30 a.m.

Airtel Plaza Hotel  
7277 Valjean Avenue  
Van Nuys, California 91406

Sponsored by  
The San Fernando Valley  
Employer Advisory Council  
and  
The State of California  
Employment Development Department



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 prior to the event by calling (818) 615-1818, ext. 127 (voice). TTY users, please call the California Relay Service at 711.



DE 8133 Rev. 3 (11-06)

## AGENDA

- 7:15 a.m. Registration, Check-in, and Networking Breakfast  
(Breakfast served until 8:15 a.m.)
- 8:00 a.m. Welcome and Introductions
- 8:15 a.m. Employment Development Department/WorkSource Center Update
- 8:30 a.m. Labor Law Update
- 9:15 a.m. Break
- 9:30 a.m. Program Continues
- 11:00 a.m. Q & A Session
- 11:30 a.m. Seminar Concluded

## SPEAKER(S)

**Richard S. Rosenberg**  
**Katherine A. Hren**

Speakers are Richard S. Rosenberg, a founding partner in Employment Law Firm of Ballard Rosenberg Golper & Savitt, LLP and his Associate Katherine A. Hren. Richard and Katherine have combined more than 40 years of experience working with California employers in the area of human resource law. Both of them have spoken at numerous EAC seminars and are perennial favorites.

This employer seminar is provided for educational and informational purposes only; it does not constitute an endorsement of the curriculum or speakers by the State of California Employment Development Department (EDD) or by the **San Fernando Valley** Employer Advisory Council (EAC). Aside from staff designated to represent the EDD, we assume no responsibility for the accuracy, legality or content of the materials provided during this event.

## REGISTRATION

Space is limited. **Must register by October 31, 2008.** Registration fee includes: full breakfast, seminar materials, and parking.

Attendee name: \_\_\_\_\_

Title: \_\_\_\_\_

Company/organization: \_\_\_\_\_

Mailing address: \_\_\_\_\_

City, state, zip code: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail address: \_\_\_\_\_

No. of employees: \_\_\_\_\_ Industry: \_\_\_\_\_

Please indicate any special accommodations required: \_\_\_\_\_

**Note:** Funds collected exceeding the seminar cost will support future seminars or community employment and training opportunities.

Fee: member—\$65 nonmember—\$75  
Total amount enclosed: \$ \_\_\_\_\_ for \_\_\_\_\_ persons.

No refunds. Substitutions welcome. Advanced registration required.

Make checks payable to: San Fernando Valley Employer Advisory Council

Mail with registration form to: **San Fernando EAC**  
P.O. Box 7641  
Porter Ranch, CA 91327

Please type, print clearly, or attach your business card. **One person per registration form please (use photocopies for additional attendees).**

