

## TOPIC(S)

### "Does Anyone Work Here Anymore?"

Leaves of Absence in California

California employers contend with leave of absence (LOA) obligations imposed by state and federal law. Using "real-life" scenarios and fact patterns, this in-depth workshop will provide practical solutions for employers faced with the often complex and confusing LOA obligations under FMLA, CFRA, Pregnancy Disability Leave, ADA, FEHA, and workers' comp. In this workshop, we will cover:

Basic leave obligations under each statute.

Employer obligations after FMLA ends.

How to limit intermittent leave abuse.

Moving towards terminating an employee on an LOA.

Returning the disabled employee to work.

Send your Leaves Of Absence questions to [vnagle@edd.ca.gov](mailto:vnagle@edd.ca.gov) to be sure to get them answered in this session. Be sure all your managers and supervisors attend this valuable session.

## WHO SHOULD ATTEND

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

## ABOUT THE EAC

The Solano/Napa 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 Valerie Nagle, EAC Coordinator at (707) 576-2015.

## INFORMATION

**Nonprofit tax ID:** 68-0216431

**Directions** to Gaia Napa Valley Hotel, 3600 Broadway (Hwy 29), American Canyon: From the west – east on I-80 to Hwy 37 – west towards Napa. Exit on Hwy 29 North – turn right towards Napa. From the east – west on I-80 to American Canyon Rd. exit – turn right. Turn right on Hwy 29/Broadway.

**Information Web site:** [www.solano-napa.ceac.org](http://www.solano-napa.ceac.org)

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 (707) 576-2015 (voice). TTY users, please call the California Relay Service at 711.

DE 8133 Rev. 3 (11-06)

## EMPLOYER SEMINAR



## "Does Anyone Work Here Anymore?" - Leaves of Absence in California

**Friday, October 17, 2008**  
8 a.m. to Noon

**Gaia Napa Valley Hotel**  
3600 Broadway  
American Canyon, CA 94503

Sponsored by  
**The Solano/Napa  
Employer Advisory Council**  
and  
**The State of California  
Employment Development Department**



## AGENDA

### "Does Anyone Work Here Anymore?"

Leaves of Absence in California

- 8 a.m. Registration/Continental Breakfast
- 8:30 a.m. Welcome/Introduction of Speaker, Charles Thompson
- 8:40 a.m. Program, Does Anyone Work Here Anymore? Leaves of Absence in California
- Midmorning Break
- 11:50 a.m. Closing (Please complete the evaluation form provided)
- Noon Adjourn

### Solano/Napa Steering Committee

Jill Cadloni, Napa County Office of Education  
Mark Chatman, Harvest Properties  
Barbara Dillon, City of Fairfield  
Catherine Fair, Super Store Industries  
Kathleen Forni, Syar Industries, Inc.  
Cynthia Kasten, City of Napa  
Eileen Graham, SPG Solar  
Linda Ozores, Silverado Resort  
Bronda Silva, City of American Canyon  
Bev Snow, Yolo Superior Court  
Valerie Nagle, Employment Development Department

## SPEAKER(S)

### Charles Thompson

Charles Thompson joined Kauff, McClain, and McGuire, LLP in San Francisco, as a partner in January, 2003. Charles has extensive litigation and trial experience representing employers in wrongful termination, discrimination, and other employment-related cases. He counsels employers in all areas of employment law, including employee discipline and termination, ADA compliance, family medical leaves, layoffs, and reorganizations. He advises and defends employers regarding wage and hour compliance, including independent contractor and exempt versus non-exempt status issues. He litigates cases involving trade secrets and unfair competition claims. Charles also represents employers in traditional labor law matters, including unfair labor practice and representation hearings before the NLRB and advises them regarding union activity and organizing. He creates and provides workplace training programs to California employers on sexual harassment, workplace violence, corrective action and discipline, workplace investigations, managing the borderline employee, and avoiding wrongful termination claims.

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 **Solano/Napa** 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

 Please type, print clearly, or attach your business card. **One person per registration form please (use photocopies for additional attendees).** Fees for this seminar may be tax deductible. Check with your tax consultant for details. Nonprofit tax ID# 68-0216431.

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

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

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

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

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

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

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

Space is limited. **Must register by October 10, 2008.**  
Registration fee includes: continental breakfast, seminar materials, and parking. No refunds. Substitutions welcome.

Fee: \$55 in advance Day of Event fee: \$75  
Total amount enclosed: \$ \_\_\_\_\_ for \_\_\_\_\_ persons.

Make checks payable to: Solano/Napa Employer Advisory Council

Mail with registration form to: **Attn.: Linda Ozores, Registrar**  
**Silverado Resort**  
**1600 Atlas Peak Rd.**  
**Napa, CA 94558**

Please indicate any special accommodations required: \_\_\_\_\_  
**Note:** Funds collected exceeding the seminar cost will support future seminars or community employment and training opportunities.