

# OSB Summer Series

## ADA Amendments Act: 2008 Legal Overview and Practical Impacts for Employers



This seminar will examine the effect of the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) on the reasonable accommodation process. Gain an understanding of:

- ◆ The formula-driven process prescribed by the ADA in an employment environment
- ◆ Two legal defenses for not having to provide reasonable accommodations
- ◆ The ADA reassignment process
- ◆ How disability-related inquiries are intended to be used when employing people with disabilities
- ◆ The parameters and dynamic of how to conduct a reasonable accommodation interview
- ◆ Available resources relevant to employment and management of disability issues

Wednesday, July 8, 2009  
9 a.m.–Noon

Oregon State Bar Center  
Tigard, Oregon

This seminar is  
also available as a live  
webcast—click here to  
register

3 General CLE or Access to Justice credits

# ADA Amendments Act: 2008 Legal Overview and Practical Impacts for Employers

Wednesday, July 8, 2009

3 General CLE or Access to Justice credits

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16037 S.W. Upper Boones Ferry Rd.  
Tigard, Oregon

*“Interestingly, from an identity standpoint, what does it mean to have a disability? Pamela Anderson has more prosthetic in her body than I do and nobody calls her disabled.”*

Paralympic athlete and double amputee Aimee Mullins

**C**OMPLYING WITH THE ADA CAN BE CHALLENGING. Since 1990, a number of Supreme Court cases have changed the definition of “disability,” and the ADA Amendments Act of 2008 brings more changes to the definition. This practice-oriented seminar will examine these changes and the impact the ADA has on the reasonable accommodation process.

You will receive expert advice on what the legislative changes mean to your clients and how they can effectively implement the changes. From understanding the definition of disability and how disability is defined in other environments, such as workers’ compensation and FMLA, to discovering legal defenses for not providing reasonable accommodations, this valuable information will allow you to provide your clients with the help they need to meet the challenges of the amended ADA.

Click here to  
register online!

Register by using this form or calling the OSB CLE Service Center at (503) 431-6413, or toll-free in Oregon at 1-800-452-8260, ext. 413.

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8:30 Registration

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9:00 **What’s New with the ADA: Case Law and Legislative Update**

- ◆ ADA Amendments Act of 2008
- ◆ Recent cases

Nena Cook, *Sussman Shank LLP, Portland*

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10:00 **Understanding and Implementing the ADA in the Workplace**

- ◆ The formula driven process prescribed by the ADA in employment
- ◆ Reasonable accommodations – and two legal defenses for not having to provide reasonable accommodations
- ◆ ADA reassignment process
- ◆ Parameter and dynamics of a reasonable accommodation interview
- ◆ Disability definitions
- ◆ Resources for employment and management of disability issues

Don Brandon, *Director, Disability and Business Technical Assistance Center Northwest—ADA Information Center, Mountlake Terrace, WA*

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10:45 Break

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11:00 **Understanding and Implementing the ADA in the Workplace (continued)**

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12:00 Adjourn

Disability and Business Technical Assistance Centers (DBTACs) were established by Congress to provide businesses, state and local government, and people with disabilities accurate, thorough, and current information about the laws and recommended practices under the Americans with Disabilities Act. The goal of the national DBTAC system is to help organizations and individuals work through complex situations that involve disability and issues of access, rights, or accommodation. DBTAC Northwest serves Alaska, Idaho, Oregon, and Washington and is funded by a grant from the National Institute on Disability and Rehabilitation Research.

**OSB CLE Seminars Attorney:**

- ◆ Karen D. Lee, *klee@osbar.org, (503) 431-6382*

# ADA Amendments Act: 2008 Legal Overview and Practical Impacts for Employers

Wednesday, July 8, 2009

Bar # \_\_\_\_\_ Name \_\_\_\_\_

Firm Name \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

## TIGARD SEMINAR REGISTRATION

- \$115 OSB Member.....\$ \_\_\_\_\_
- \$145 Non-OSB Member.....\$ \_\_\_\_\_
- \$0 2008–2009 Season Ticket.....\$ \_\_\_\_\_
- \$0 50-year OSB members may attend free of charge.....\$ \_\_\_\_\_
- \$0 Oregon judges and their lawyer staff (see below).....\$ \_\_\_\_\_
  - Registrant is a judge
  - Registrant is a lawyer staff member for the following judge

\_\_\_\_\_  
Judge (please print)

\_\_\_\_\_  
Signature of Judge (required)

TOTAL REGISTRATION FEES (ADA09) (721) .....\$ \_\_\_\_\_  
WB

## WEBCAST REGISTRATION

To register for the live webcast of this seminar, please [click here](#), or visit [www.osbarcle.org](http://www.osbarcle.org) and click on “Webcasts.” Use your Season Ticket for a 50% discount!

## GENERAL INFORMATION

**QUESTIONS?** Call the CLE Service Center at 503-431-6413, or toll-free in Oregon at 1-800-452-8260, ext. 413. For information about upcoming seminars, please visit the CLE Calendar at [www.osbarcle.org](http://www.osbarcle.org).

**CANCELLATIONS:** Cancellation requests must be received at least 48 hours prior to the start of the seminar to qualify for a refund. Requests are accepted via phone, fax, or mail; please see “Three Ways to Register” for contact information. All cancellations are subject to a \$20 cancellation fee.

**TUITION ASSISTANCE:** Tuition assistance is available on the basis of financial need. Fax a request stating your financial situation to 503-968-4456 no later than one week before the seminar.

**DIETARY RESTRICTIONS OR SPECIAL ACCOMMODATIONS:** Call 503-431-6351, or toll-free in Oregon, 1-800-452-8260, ext. 351.

## VIDEO REPLAYS

The Summer Series is not available for on-site video replays. However, video rentals will be available at the same registration fee as the live seminar if you register for a rental no later than the date of the seminar. To schedule a video rental for any Summer Series seminar, please call (503) 431-6351 or toll-free in Oregon, (800) 452-8260, ext. 351. Rentals will be available approximately two weeks after the date of the live seminar.

## SEMINAR PRODUCT ORDERS

Seminar products will be available approximately two weeks after the live program.

- \$135 Audio CDs and course materials (ADA09.KCD) .....\$ \_\_\_\_\_
- \$195 DVDs and course materials (ADA09.KDV) .....\$ \_\_\_\_\_

Subtotal: ..\$ \_\_\_\_\_

2008–2009 Season Ticket No. \_\_\_\_\_ seminar  
product discount—subtract 10%: .....\$ \_\_\_\_\_

Subtotal: ..\$ \_\_\_\_\_

- \$35 Course materials (ADA09.HB) .....\$ \_\_\_\_\_

2008–2009 Season Ticket No. \_\_\_\_\_ course  
materials discount—subtract 20%: .....\$ \_\_\_\_\_

Subtotal: ..\$ \_\_\_\_\_

Shipping and handling fee: ..\$ 7.00

TOTAL ORDER: ..\$ \_\_\_\_\_

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For audiocassette and VHS formats, please call the CLE Service Center at 503-431-6413, or toll-free in Oregon at 1-800-452-8260, ext. 413.

## DVD RENTALS

For additional viewers, please call 503-431-6351, or toll-free in Oregon at 1-800-452-8260, ext. 351.

- \$135 DVD rental and course materials (ADA09.KDR) .....\$ \_\_\_\_\_

Subtotal: ..\$ \_\_\_\_\_

2008–2009 Season Ticket No. \_\_\_\_\_ discount—  
subtract 30%: ..\$ \_\_\_\_\_

Subtotal: ..\$ \_\_\_\_\_

Shipping and handling fee: ..\$ 7.00

TOTAL ORDER: ..\$ \_\_\_\_\_

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## PAYMENT OPTIONS

- Check Enclosed: Payable to Oregon State Bar
- Credit Card (VISA or MasterCard only)

All information below required when paying by credit card.

Credit Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

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Authorized Signature \_\_\_\_\_

## FOUR WAYS TO REGISTER OR ORDER

Registrations and orders will not be processed without payment.

1. **ONLINE** at [www.osbarcle.org](http://www.osbarcle.org).
2. **PHONE:** 503-431-6413, or toll-free in Oregon at 1-800-452-8260, ext. 413
3. **FAX with VISA or MasterCard number:** 503-968-4456
4. **MAIL with check:** Oregon State Bar, CLE Registration, P.O. Box 231935, Tigard, OR 97281-1935