



Labor & Employment Law

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



July 2009—3 General CLE or Access to Justice credits

ADA09.KCD	Audio CDs and course materials	\$135
ADA09.KDV	DVDs and course materials	\$195
ADA09.HB	Course materials	\$35
ADA09.KDR	DVD rental and course materials (first person)	\$135
ADA09.AVRT	DVD rental and course materials (each additional viewer)	\$68

Complying 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 examines these changes and the impact the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) has on the reasonable accommodation process. 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 allows you to provide your clients with the help they need to meet the challenges of the amended ADA.

Conducting Effective Employment Investigations with Emphasis on Harassment Investigations

April 2012—6.25 General CLE credits

EI12.KCD	Audio CDs and course materials	\$220
EI12.KDR	DVD rental and course materials (first person)	\$220
EI12.AVRT	DVD rental and course materials (each additional viewer)	\$110

Investigating an employment claim requires planning and strategy. This seminar provides employment law practitioners and human resources professionals with an understanding of the dynamics and evolution of an internal complaint, as well as the critical steps to take when conducting an effective investigation. Using a case study, review the framework of an investigation, including investigative intake, planning, and credibility assessment. Your expert presenter, Fran Sepler, covers dilemmas that happen in “real life,” such as third-party complainants, concerns about confidentiality, and different versions of events. Videotaped interviews are used to demonstrate effective interview techniques. You will have the opportunity to consider the issues presented and learn how to deal with the complaint from the standpoint of the investigator and organizational decision-maker.

Fraud in the Workplace



June 2009—3.25 General CLE credits

FWP09.KCD	Audio CDs and course materials	\$115
FWP09.KDV	DVDs and course materials	\$195
FWP09.KDR	DVD rental and course materials (first person)	\$115
FWP09.AVRT	DVD rental and course materials (each additional viewer)	\$58

Even with the tightest internal controls, nearly every business is subject to fraud risk today. In addition to company expansion, reliance on information technology, and more complex transactions, a weak economy and stakeholder pressure to improve profits are additional stress and risk factors. Fraud schemes in the workplace frequently continue for years before they are detected. The Association of Certified Fraud Examiners determined that the typical fraud lasted two years from the time it began until the time it was caught. Besides the financial impact of reducing operating revenue and eroding profits, workplace fraud undermines investor confidence and can ruin a company’s reputation. Our expert faculty provides a detailed picture of the devastating effects of workplace fraud, teaches you how to conduct thorough background checks, discusses the legal issues that arise with investigations and employee discipline and termination, and shares valuable information about the methods available for recouping losses.



Labor & Employment Law 2010: Rising to the Challenge



September 2010—6 General CLE credits, .5 Access to Justice or General CLE credit, and 1 Ethics credit

EMP10.KCD	Audio CDs and course materials	\$195
EMP10.KDV	DVDs and course materials	\$325
EMP10.HB	Course materials	\$65
EMP10.KDR	DVD rental and course materials (first person)	\$195
EMP10.AVRT	DVD rental and course materials (each additional viewer)	\$98

Start with a lively and entertaining hour of ethics with special guest presenter Larry Cohen, who uses movie clips to illustrate ethics rules and violations. Next, discover how the prevalence of social media is requiring employers to examine how social networking and the workplace intersect (or, in some instances, collide). In addition to an employment and labor law update, this seminar offers two breakout sessions: one focuses on the NLRB, while the other takes a look at the amended ADA and new leave laws. Other sessions include a review of arbitration issues, cases, and the U.S. Supreme Court. Finish by learning how to incorporate persuasive advocacy in your practice even if you rarely go to court. Cosponsored by the Labor & Employment Law Section.