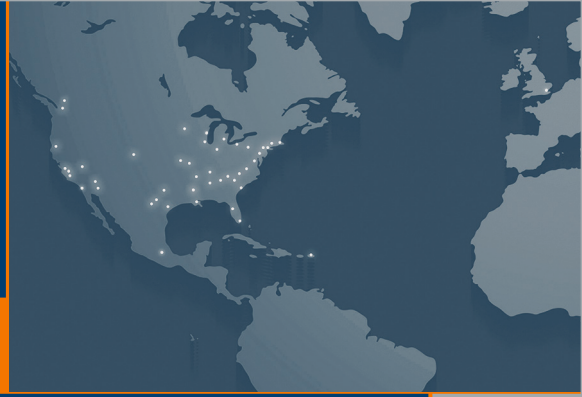




# Ogletree Deakins



The Phoenix office of  
**OGLETREE DEAKINS**

presents  
**FMLA TO Z, FEATURING ADA INTERPLAY**

by Michael M. Shetterly, a nationally recognized speaker on the FMLA and the ADA

An informative and educational seminar to  
address the latest labor and employment  
law topics impacting all employers

## **LOCATION**

E-Center at The Esplanade  
2501 East Camelback Road  
Suite 50  
Phoenix, AZ 85016  
(602) 381-6696

## **DATE AND TIME**

Tuesday, April 16, 2019  
8:30 a.m. – 4:30 p.m.  
(Registration and breakfast will begin at 8:00 a.m.)

## **COST**

\$195.00 per person  
(A breakfast, a lunch, and program materials are included.  
Prepaid registration is required.)



Michael M. Shetterly  
Shareholder

## **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Samantha Lee at  
(602) 778-3700 or [samantha.lee@ogletree.com](mailto:samantha.lee@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review.

## FMLA to Z, Featuring ADA Interplay

### Workshop Highlights

- FMLA nuances and compliance matters
- How the ADA and FMLA affect paid leave policies
- How the FMLA works with the ADA and workers' compensation laws
- Who is protected under the ADA Amendments Act?
- How employers wind up giving protection to those who should not have it
- What is an "essential function"?
- How to determine who is qualified to perform a job
- How to handle situations where an employee appears unable to perform his or her job
- How to work through the interactive process when someone seeks an accommodation
- What are reasonable accommodations?
- How to evaluate undue hardship
- How to evaluate direct threats
- How the medical examination and medical inquiry sections of the ADA affect a broad range of policies and practices
- Intermittent leave
- Leave as an accommodation
- Drafting policies with ADA leave in mind
- Fitness-for-duty policies