

Leave of Absence Workshop Agenda

Subject to change

8:30 – 9 a.m.	Check-in and Breakfast
9:00 – 9:10 a.m.	Welcome and Introductions
9:10 – 11:10 a.m.	Part 1: The Legal Landscape – Federal and State • Americans with Disabilities Act (ADA) • Family and Medical Leave Act (FMLA) • Fair Employment and Housing Act (FEHA) • California Family Rights Act (CFRA) • What is a Major Life Activity? • Who is a Qualified Individual?
11:10 – 11:20 a.m.	Break
11:20 a.m. – 12:30 p.m.	Part 2: The Interactive Process – Your Obligations • What is an Undue Hardship? • What it Means to Make a Reasonable Accommodation • What are Essential Functions? • Managing the Accommodation • Practical Tips
12:30 – 1:15 p.m.	Lunch and Networking
1:15 – 2:00 p.m.	Part 3: Mental Health Accommodations • Requests and Restrictions
2:00 – 2:50 p.m.	Accommodation Operations – Making It Work • Employer Responsibilities • Reinstatement or Failure to Return • Manager Responsibilities • Employee Responsibilities
2:50 – 3:00 p.m.	Break
3:00 – 3:40 p.m.	Part 4: When Can We Say No? • What Is and Isn't Required of Employers? • Unreasonable Accommodations
3:40 – 4:30 p.m.	Success Stories and Case Statistics Hypothetical Accommodation Scenarios Key Takeaways
4:30 – 5:00 p.m.	Questions and Evaluations