



CCPA Seminar: Employment Law - FMLA, ADA & Other Critical Updates

Thursday, April 26, 2012

9:00 am - 12:00 pm

Coffee, Continental Breakfast and Registration begin at 8:30 am

CCPA Office

35 Cold Springs Road, Suite 522, Rocky Hill, CT 06067

Presented By:

Attorney John Letizia, Letizia, Ambrose & Falls, P.C.

&

Attorney Heidi Lane, Office of Program Policy, Connecticut Department of Labor

THE BASICS OF THE FMLA & FEDERAL ADA LEAVE REQUIREMENTS

Attorney John M. Letizia, Letizia, Ambrose & Falls, P.C.

This topic will provide, from a human resource perspective, the basics of the ADA and Federal FMLA leave laws and practical tips on how to avoid being sued under either law.

HOW THE CT DEPARTMENT OF LABOR INVESTIGATES FMLA COMPLAINTS

Attorney Heidi Lane, Office of Program Policy, Connecticut Department of Labor

The State's attorney in charge of Connecticut FMLA complaints will provide you with her insight on investigating and pursuing a FMLA complaint. She will also provide ideas for avoiding or helping resolve State FMLA complaints.

OTHER LEAVE AND ACCOMMODATION LAWS; PREGNANCY DISABILITY LEAVES, WORKERS' COMPENSATION LEAVES, LIGHT DUTY WORK, PERSONAL LEAVES, AND PAID TIME OFF

Attorney John M. Letizia, Letizia, Ambrose & Falls, P.C.

This section of the presentation will cover the other laws and legal obligations (including those that may arise out of employer's handbook or past practices) related to pregnancy disability and workers' compensation leaves, light-duty work accommodations (including reduced work schedules), personal leaves and paid time off. Sample policies will be provided.

Who Should Attend:

Any employee responsible for overseeing personnel issues in their agency including CEOs, VPs, Human Resource Directors and other HR staff

Registration Information:

CCPA Members - \$ 40 per person / Non-members - \$ 65 per person

About the Presenters

John Letizia is the managing partner of Letizia, Ambrose & Falls and has been practicing in Connecticut since 1986. He received his undergraduate degree from St. John's University and his law degree from Georgetown University Law Center.

Mr. Letizia's practice includes healthcare, managed care, corporate matters, labor negotiations employment litigation, workers' compensation and personnel counseling. His work for his clients includes corporate, healthcare and financial counseling, Board and corporate governance, litigation defense, counseling regarding mergers, acquisitions, partnership and shareholder agreements, reorganizations, labor negotiations, arbitration, insurance, representation before the EEOC and CHRO, representation before the Health Care Financing Administration, the Department of Health and Human Services, the Department of Mental Health and Addiction Services, Centers for Medicare and Medicaid Services, the Department of Public Health, Office of Health Care Access, Occupational Safety and Health Administration, Connecticut Legislature, Department of Transportation, the Department of Social Services, the Department of Insurance, the Department of Labor, and the Connecticut Workers' Compensation Commission.

He is a member of the Connecticut Health Lawyer's Association and a member in good standing of the American Bar Association Center for Professional Responsibility. He has served in an advisory capacity on numerous committees, taskforces and councils throughout the state.

Heidi Lane is employed in the Office of Program Policy of the Connecticut Department of Labor as a Principal Attorney. Her responsibilities include: serving as legal advisor to the Executive Administration and various divisions within the Department of Labor (Tax Division, Wage and Workplace Standards Division, Apprenticeship, Employment Service Operations); interpreting the new Paid Sick Leave law; reviewing investigations of complaints concerning the Family and Medical Leave Act and prosecuting Family and Medical Leave Act cases for which a violation is believed to have occurred; and acting as hearing officer for wage, OSHA and unemployment retaliation cases.

About CCPA

The Connecticut Community Providers Association (CCPA) represents organizations that provide services and supports for people with disabilities and significant challenges including children and adults with substance use disorders, mental illness, developmental, and physical disabilities. Community providers deliver quality health and human services to 500,000 of Connecticut's residents each year. We are the safety net. Visit us online at www.ccpa-inc.org.

If you have questions regarding CCPA's training events, or would like information on how your organization can become a CCPA member, please contact Kendra Maigarie, Director of Member Services at (860) 257-7909 or kmaigarie@ccpa-inc.org.

REGISTRATION FORM

CCPA Seminar: Employment Law - FMLA, ADA & Other Critical Updates Thursday, April 26, 2012

CCPA requires registration and pre-payment for all events. (If CCPA has not received your payment prior to the event, you may risk losing your reservation.) To ensure your seat, please register through any of the options below. Please note: If received in writing 3 working days prior to the day of the event, CCPA will refund your meeting registration, less a \$15 administrative fee. Registrants will be responsible for full payment after this deadline. Send cancellation requests to kmaigarie@ccpa-inc.org. We're sorry, but CCPA will not issue refunds for no-shows; substitutions are always welcome.

To Register:

- 1) Register online at <http://www.ccpa-inc.org/apps/EventCalendar.aspx> via credit card
- 2) Complete this form and mail with payment to: CCPA, 35 Cold Springs Road, Suite 522, Rocky Hill, CT 06067-3165
- 3) Check the "Please Invoice Me" box below, and fax to (860) 257-7777. Upon receipt, CCPA will invoice your agency, but please note you are NOT registered until we receive your payment.

Please fill in the registration information for each person attending (copy as needed).

Please Invoice Me

Name _____

Title _____

Agency _____

Address _____

Phone _____ Fax _____

Email _____

*Please let us know in advance if you need sign language interpreting (ASL or English).
The deadline for requesting sign language interpreters for these events is three weeks prior to the event.
We cannot guarantee provision of interpreters if the request is not received three weeks prior to the event.*

CCPA Members - \$40 per person

Nonmembers - \$65 per person

TOTAL PAYMENT \$ _____

*~ This training brought to you in part by ~
CCPA Annual Gold Sponsor*



Schuster Driscoll

Please contact Kendra Maigarie, Director of Member Services at (860) 257-7909 or kmaigarie@ccpa-inc.org if you have questions or would like more information.