



INTERWEST
INSURANCE SERVICES, LLC

EMPLOYERS' SCHOOL

ADA Compliance & Return to Work

Our presentation will increase employers' knowledge regarding navigating the American with Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA) as well as establishing a Return to Work Program.

- **What California Employers Need to Know About Disability Discrimination**
Presented by Holden Law Group

One of the biggest challenges employers face is the increasing number of employees with physical and/or mental disability claims under ADA and California's FEHA. Not only do they affect day-to-day operations, long-range implications may result from the potential liability and expense of defending against disability discrimination lawsuits. We will discuss recent legal trends of what constitutes a disability, the interaction between disability and leave laws, the duty to conduct a good faith interactive discussion, what constitutes reasonable accommodation vs undue burden and practical techniques to manage it all.

- **Return to Work**
Presented by InterWest Insurance Services

Attendees will learn the value of establishing a formal Return to Work Program and the tools available to assist with its development. We will clarify the difference between temporary and permanent accommodation, the employer's rights in offering and enforcing modified duty and the financial impacts of implementing an effective Return to Work Program.

**Register early –
class sizes are limited**

<http://www.iwins.com/4qtr2015>

- No charge to InterWest Clients
- Prospective Clients – fee waived with invitation

*If you experience difficulty with registering,
please contact Karen Esquibel at kesquibel@iwins.com.*



Click to
Register

4th Quarter Training Dates

October 7, 2015
9:00 a.m. – 12:00 p.m.
McConnell Foundation
800 Shasta View Drive
Redding, CA 96003

October 14, 2015
9:00 a.m. – 12:00 p.m.
Butte Creek Country Club
175 Estates Drive
Chico, CA 95928

October 15, 2015
9:00 a.m. – 12:00 p.m.
Basement Cafe
3636 American River Drive
Sacramento, CA 95864

Registration begins 15 mins before start time, refreshments provided.

PLEASE MARK YOUR CALENDAR!

The 2015 Affordable Care Act (ACA) webinar series will continue on Wednesday, November 11th. Please visit www.iwins.com for more information.

