



Colorado Automobile Dealers Association

# Employment Law Seminar: FMLA and ADA Acts – NEW FEDERAL REGULATIONS!!

**Todd Fredrickson, top Denver employment attorney**

In January of 2009, the federal government saddled employers with new laws, regulations and obligations under the Americans with Disabilities Act (ADA) and Family Medical Leave Act (FMLA). Workplace law experts expect these new laws will generate an increase in lawsuits against employers—especially in the current economic downturn as downsizing is occurring.

- The U.S. Dept. of Labor announced new **FMLA** regulations in November, 2008, the *first significant changes to the regulations since 1995*. Changes effective *January 16, 2009* – key changes include:
  - Implements two new forms of military family leave created earlier this year
  - Expands employer's notice requirements to include a general notice about the FMLA; an eligibility notice; a rights and responsibilities notice; and a designation notice.
  - Defines serious health condition
  - Changes to medical certification process, fitness for duty evaluations, substitution of paid leave
- The **ADA Amendments Act** require almost all human resource professionals, managers, and business owners to adopt new policies and procedures in dealing with accommodation requests, as well as greatly impact employment litigation claims.
  - Overview of what has changed and how to comply; what is “disabled”?
  - What this means to employers and who will be affected
  - The risks and penalties of non-compliance; effective date, *Jan. 1, 2009*.



City	Date / Time*	Location
Colorado Springs	Tuesday, March 10th Noon to 2:30pm	<b>Phil Long Collision Repair Center</b> , 4045 Sinton Road., Colorado Springs, 80903, → Colorado Springs dealers should register with CSADA, Ann Winslow, 719.473.1465 or <a href="mailto:abwinslow@comcast.net">abwinslow@comcast.net</a>

**TODD FREDRICKSON, ATTORNEY, FISHER & PHILLIPS, LLP, [HTTP://WWW.LABORLAWYERS.COM/](http://www.laborlawyers.com/)**

TODD FREDRICKSON IS THE MANAGING PARTNER OF THE FISHER & PHILLIPS' DENVER OFFICE. SPECIFICALLY, HE HAS DEFENDED EMPLOYERS AGAINST CLAIMS OF DISCRIMINATION, HARASSMENT, AND RETALIATION. TODD HAS REPRESENTED CLIENTS IN BOTH FEDERAL AND STATE COURTS, THE UNITED STATES DEPARTMENT OF LABOR, THE NATIONAL LABOR RELATIONS BOARD, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, THE COLORADO CIVIL RIGHTS DIVISION, AND THE COLORADO DEPARTMENT OF LABOR. TODD REGULARLY COUNSELS CLIENTS ON A SPECTRUM OF PERSONNEL MANAGEMENT ISSUES, WITH THE GOAL OF AVOIDING LITIGATION ALTOGETHER. TO THAT END, HE ADVISES EMPLOYERS ON DEVELOPING AND ENFORCING PROPER APPLICATION AND INTERVIEW POLICIES, EMPLOYEE HANDBOOKS, AND EMPLOYMENT AND COMPENSATION AGREEMENTS. TODD COUNSELS EMPLOYERS ON COMPLIANCE WITH FEDERAL AND STATE WAGE AND HOUR LAWS. MUCH OF HIS PRACTICE FOCUSES ON TRAINING.

**NEW REGULATIONS EFFECTIVE JANUARY, 2009!!**

--- SEE NEXT PAGE FOR REGISTRATION FORM ---



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**REGISTRATION FORM**



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**TO REGISTER, PLEASE RETURN THIS FORM AND PAYMENT OF \$119\*/1<sup>ST</sup> PERSON + \$99/ADD'L ATTENDEE**

\*Includes hand-outs of presentation and meal.

Email: [RSVP@coloradodealers.org](mailto:RSVP@coloradodealers.org)

CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [Checks payable to "CADA"]

→ Register for this and other CADA events ONLINE at: [www.coloradodealers.org/registration](http://www.coloradodealers.org/registration)

Dealership Name \_\_\_\_\_ City \_\_\_\_\_

(1) Name \_\_\_\_\_ Title \_\_\_\_\_

E-mail \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

Credit Card # \_\_\_\_\_ EXP \_\_\_\_\_  Check to request invoice  
(Visa / Mastercard / American Express accepted)

**Additional registrants from the same dealership (\$99/person):**

(2) Name \_\_\_\_\_ Title \_\_\_\_\_

(3) Name \_\_\_\_\_ Title \_\_\_\_\_

**--- CANCELLATION POLICY ---**  
CANCELLATIONS MUST BE RECEIVED TWO DAYS PRIOR TO THE TRAINING SESSION

**Questions:**

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**Registration/Payment:**

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