



STEARNS WEAVER MILLER
UNIVERSITY

ADAAA ADVANCED COMPLIANCE TRAINING

*Final Rules Implementing the ADAAA:
Is Your Company in Compliance?*

Presented by Lisa Berg

WHEN

Tuesday, June 14, 2011

8:00 – 8:30 a.m.

Breakfast & Registration

8:30 – 10:30 a.m.

Program

WHERE

Offices of Stearns Weaver Miller

150 West Flagler Street

3rd Floor

Miami, Florida 33130

COST

\$20.00/Person

(Fee includes breakfast,
programming and materials. Parking
is complimentary.)

RSVP TO

derrichetti@stearnsweaver.com

HRCI Credit Pending

STEARNS WEAVER MILLER WEISSLER ALHADEFF & SITTERSON, P.A.

Are you in compliance with the new regulations under the Americans With Disabilities Act Amendments Act of 2008 (ADAAA)? More than two years after the ADAAA went into effect, and after months of review of public comments of its proposed rules, the Equal Employment Opportunity Commission (EEOC) published Final Rules implementing the ADAAA. These long-awaited final regulations become effective on May 24, 2011. The ADAAA greatly expands the number of employees and applicants who will be considered “disabled.” As a result of the new law and its implementing regulations, the number of EEOC charges and lawsuits filed is expected to dramatically increase.

Please join us for a special 2-hour intensive training session on the final regulations to the ADAAA. Topics and key issues to be discussed include:

- Text of the ADAAA and language of the Final Rules
- Overview of what changed and what stayed the same
- Whether certain impairments will always be considered “disabilities”
- What constitutes a “major life activity”
- What does it mean to be “substantially limited” in a major life activity
- How do “mitigating measures” affect the analysis of whether an individual is disabled
- What does it mean for an employee to be “regarded as” disabled
- Effect on FMLA and other leave policies
- Recommendations for employers on how to comply with the Final Rules and avoid lawsuits