



LEAVE MANAGEMENT SOLUTIONS

IN THE TRENCHES

THE ULTIMATE GUIDE TO CALIFORNIA PDL, FMLA/CFRA, ADA/FEHA, SDI, PFL AND WORKERS' COMPENSATION & HANDLING RELATED PERFORMANCE MANAGEMENT & HARASSMENT, DISCRIMINATION & RETALIATION CHALLENGES

LMS's 2-Day comprehensive, interactive training workshops will help you save time and money, while reducing your stress

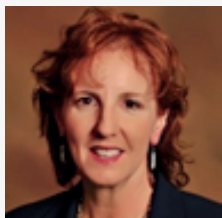
- ◆ Proven techniques for managing multiple medical leaves and accommodations accurately and consistently.
- ◆ Practical tips for implementing CFRA/FMLA, ADA/FEHA, PDL, Workers' Compensation, and PFL/SDI programs.
- ◆ Best practices for implementing and managing the transition from FMLA/CFRA to ADA/FEHA.
- ◆ Process for aligning ADA/FMLA requirements with company policies, benefits and Union contracts.
- ◆ Methodology for handling fraud and abuse of FMLA leaves, and the best approach for conducting ADA Good Faith Interactive Meetings and the ADA Undue Hardship Analysis.
- ◆ Management of complaints and how to conduct investigations when an employee protected by ADA, FMLA, PDL or other medical leave, complaints of harassment, discrimination or retaliation.
- ◆ Benefits of an integrated medical leave and accommodation solution.

Avoid the risk of costly litigation by understanding the complexity of Medical Leave and Accommodation in California

Nationally Recognized HR Expertise

Beth De Lima

MBA SPHR-CA SHRM-SCP



25+ years' HR experience in ADA & FMLA

Expert witness in ADA, FMLA, harassment & discrimination employment litigation

Trains companies to navigate California employment requirements confidently

Earn SHRM, HRCI & IPMA Certification Credits

UPCOMING WORKSHOPS

San Diego	June 28 - 29
Stockton	August 30 - 31
Riverside	September 27 - 28
San Francisco	October 4 - 5
Fresno	October 11 - 12
Anaheim	November 8 - 9
San Jose	December 6 - 7



Register for a Workshop Near You!
www.LeaveManagementSolutions.com





LEAVE MANAGEMENT SOLUTIONS

Integrated Medical Leave & Accommodation Management System™

FMLA/ADA employment regulation compliance and vocational rehabilitation HR expert
Beth De Lima is SHRM-SCP & SPHR-CA Certified

An LMS Membership provides the information, guidance and tools needed by busy HR professionals to navigate the complexity of medical leave and accommodation.

- ◆ The easiest, most affordable way to keep your organization compliant with state and federal medical leave and accommodation regulations
- ◆ 24/7 access to prewritten, color-coded, fill-in-the-blank compliance forms and letters to safeguard against FMLA & ADA abuse and litigation
 - ◆ 84 federal forms and letters with step-by-step instructions
 - ◆ 112 California-specific forms and letters with step-by-step instructions
- ◆ Free expert coaching and mentoring enables LMS members to implement the system effectively, save time and money, and minimize stress

MEMBERSHIP BENEFITS

Accurate information when you need it, and a proven Integrated Medical Leave & Accommodation Management System™ developed by a leading industry expert

- ◆ Extensive library of forms, letters, checklists & workflows
- ◆ On-demand tutorials & training online
- ◆ Free ongoing coaching & mentoring
- ◆ Access to best practices methodology

Leave Management Solutions, Inc. (LMS) provides an Integrated Medical Leave & Accommodation Management System™ to help private, public, non-profit and government organizations cost-effectively control their state and federal compliance requirements



Register for a Workshop Near You!
www.LeaveManagementSolutions.com

