

# Alleviating the Employer's Migraine

## Navigating the Complex Array of Obligations Under the ADA and FMLA



You are invited to explore the challenges employers face in complying with the FMLA and ADA

**Tuesday, March 9, 2010**

**Saint Joseph's University**  
(Campion Student Center - The Presidents' Lounge )

**8:30 a.m. to 11:30 a.m.**  
5600 City Ave  
Philadelphia, PA 19131

Free parking for attendees at SJU garage (Hawks' Landing) on 54th Street. Shuttle services will be provided from Hawks' Landing to CSC.

**Seminar Cost :** \$35 for members/ \$50 for non-members  
**\*HRCI credits pending\***

**Greater Valley Forge Human Resource Association**  
**Legislative and Governmental Affairs Committee Presents:**

**Alleviating the Employer's Migraine**

*Navigating the Complex Array of Obligations Under the ADA and FMLA*

To register online go to events on [www.gvfhra.org](http://www.gvfhra.org)

The Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA) have significantly changed the employer's obligations. Many questions remain unanswered despite revised regulations and recent ADA amendments. Your employees are your greatest resource-- what obligations do you have when dealing with those who cannot work or suffer performance problems because of illness or injury?

This master class will explore the ADA and FMLA, and recent changes through examination of the most critical amendments. Lori Halber and Maria L. Petrillo, two partners at the Philadelphia office of Jackson Lewis, will offer imaginative solutions to the difficult legal and operational problems in managing employee absences and requests for accommodations, including how to deal with requests for intermittent leave, when a leave of absence is a reasonable accommodation, and how to handle the uncommunicative or mentally impaired employee. The class will arm you with information to enhance your legal compliance and reduce business risk.

### Meet Our Presenters:

**Maria L. Petrillo** a Partner in the Philadelphia, Pennsylvania office of Jackson Lewis LLP, counsels clients in all aspects of labor and employment law, with particular emphasis on defending employers in wrongful discharge and discrimination claims before state and federal courts. She advises employers in the development of pro-active personnel policies, protection of trade secrets, and conducting effective internal investigations. A member of the Pennsylvania and New Jersey bars, Ms. Petrillo has successfully argued matters before the United States Court of Appeals for the Third Circuit, the U.S. District Court for the Eastern District of Pennsylvania and the District of New Jersey, the Pennsylvania Supreme Court and Pennsylvania Commonwealth Court. In addition, Ms. Petrillo has represented healthcare, retail and gaming industry clients during union organizing drives and corporate campaigns and in proceedings before the National Labor Relations Board.

Ms. Petrillo earned her Juris Doctor degree from Temple University James E. Beasley School of Law, where she was a member and editor of the Temple Law Quarterly. Georgetown University awarded Ms. Petrillo a Bachelor of Arts degree in 1976.

**Lori E. Halber** a Partner in the Philadelphia, Pennsylvania office of Jackson Lewis LLP, has extensive experience defending employers before federal and state courts and administrative agencies in matters involving Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, and the Fair Labor Standards Act. Ms. Halber also has experience in the immigration field representing clients seeking to employ foreign nationals in the U.S. on either a temporary or permanent basis. She counsels clients regarding compliance with business immigration regulations under the U.S. Citizenship and Immigration Service ("CIS") and the Department of Labor ("DOL"). Ms. Halber is the Co-chair of the ABA Labor and Employment Section Immigration Committee.

Ms. Halber received her Juris Doctor degree from Temple University James E. Beasley School of Law, where she was awarded the Barrister Award for Trial Advocacy. She received her Bachelor of Science degree, with a concentration in Human Resources and Industrial Relations, from the Wharton School of Business at the University of Pennsylvania.

Ms. Halber is a member of the Pennsylvania and New Jersey bars and is admitted to practice before the U.S. District Courts for the Eastern and Western Districts of Pennsylvania and the District of New Jersey, and the U.S. Courts of Appeals for the First and Third Circuits.



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