

EMPLOYMENT LAW ROUND TABLE

WALKING THE TERMINATION TIGHTROPE

SEPTEMBER 23, 2010

Smith Knowles, P.C.

Managing the employee who implicates the FMLA or ADA!

The FMLA and ADA have significantly impacted employer discretion to manage or terminate problem employees. Even the most sophisticated and experienced HR Manager can run into a brick wall when dealing with problem employees who also have disabilities, serious health conditions or have been called into active duty.

Walking the tightrope created by these federal statutes is difficult,

BUT NOT IMPOSSIBLE.

Join us on **September 23rd** to learn:

- When FMLA or ADA protections are implicated.
- Fail-safe strategies for management/discipline of problem employees under the FMLA and ADA.
- What policies your company needs to adopt to support discipline/termination of employees under the FMLA and ADA.
- How to correctly terminate employees who implicate the FMLA and ADA.

Date: September 23, 2010

Time: 9:00 A.M. to 12:00 P.M.

Cost: \$45.00 (includes complementary breakfast)

Location: Smith Knowles, P.C.

4723 South Harrison Blvd., Ogden

Register by calling Jeanene at (801) 476-0303. or visit www.smithknowles.com and select *Employment Law Seminar*

3 Hours HR and
CLE Credit
Approved



Dennis Gladwell

Former employment and labor law partner of the Los Angeles based, international firm of Gibson,

Dunn & Crutcher, Mr. Gladwell practiced extensively for 25 years in every facet of employment law representing, among other corporate giants, Knott's Berry Farm, Beecham, Glaxo SmithKline, Allergan and the West Coast Shipping Industry. He was outside general employment counsel for Hewlett Packard handling their employment litigation in federal and state courts throughout the West.



Lorraine Brown

Smith Knowles associate practicing extensively in Utah employment law, including wrongful termination, sexual harassment and discrimination

suits, Workmen's Comp, unemployment and administrative claims.

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