

# COPING WITH THE TOP 3 EMPLOYMENT PROCESS RISKS IN 2019:

Practical Strategies for Process Compliance with Expanded Mandated Procedures and Policy Particulars

## Location:

Antelope Valley Transit Authority (AVTA)  
44210 6th Street, West Lancaster, CA 93534

Date: Thursday, February 28, 2019

Time: 10 am -2 pm

Lunch will be served

Space is limited - register today by clicking [here!](#)  
Final day to register is Tuesday, February 26, 2019



## Speaker

Patricia Eyres, Managing Partner  
Eyres Law Group

The major legal and regulatory risks for public sector employers in 2019 all center on process compliance. Employers are increasingly finding themselves defending lawsuits in three areas: (1) disability discrimination/failure to accommodate; (2) leave interference/retaliation; and (3) bullying/abusive conduct. Although the alleged discrimination, harassment, and retaliation present significant substantive risks, employers are increasingly losing lawsuits where the major allegations center on procedural lapses.

In a fast-paced, yet comprehensive format, attendees will recognize potential process lapses in compliance programs, identify policies that require updating, pinpoint procedures needing consistent enforcement, and develop skills for investigation and corrective action.



## Topics include:

### Workplace Accommodation Process

- Conducting the interactive process and evaluating reasonable accommodations;
- How to implement effective monitoring;
- Developing defensible documentation.

### Managing Multiple Leaves of Absence

- Overview of the most risk leave management issues and how to avoid them;
- Stacking and tracking leaves – statutory, Ed. Code, & MOUs;
- Identifying potential leave interference and retaliation.

### Work Climate Processes

- The explosion of bullying complaints – civil lawsuits and workers' compensation claims;
- Identifying FEHA-related bullying and abusive conduct and associated discrimination/harassment;
- Understanding the mandated complaint and investigation processes.

**FREE TRAINING OPPORTUNITY**  
FOR ALL CSAC EIA MEMBERS AND THEIR EMPLOYEES!!

## Questions?:

Contact EIA Risk Control

Email: [riskcontrol@csac-eia.org](mailto:riskcontrol@csac-eia.org) or Phone: 916.850.7300

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