

FREE REGISTRATION

**Labor & Employment Law
Breakfast Briefing**
Tuesday, June 10, 2008

E-Mail Registration
kbonnell@taftlaw.com

By Fax or Mail

Name _____
Title _____
Company _____
Address _____
City _____
State _____ Zip _____
Phone _____
Email _____

Fax or Mail to:

Kallie Bonnell
Taft Stettinius & Hollister LLP
One Indiana Square, Suite 3500
Indianapolis, IN 46204
Phone. 317-713-3414
Fax. 317-713-3699

Directions

The Indianapolis Marriott North Hotel is located on the northeast side of Indy near the Keystone Fashion Mall. From I-465, take Keystone south to 86th Street. Go east and turn left on River Crossing Blvd. Continue on River Crossing Blvd. and the hotel will be on your right.

Firm Update

Sommer Barnard PC merged with Taft Stettinius & Hollister LLP, effective on May 1, 2008. With this merger, we offer you greater depth of experience in every area of law important to your business. To learn how our collaborative style, built on a 122-year track record of performance, can transform what you expect from your legal team, visit www.taftlaw.com.

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Labor & Employment Law Breakfast Briefing

Tuesday, June 10, 2008
8:00 a.m. - 10:00 a.m.
with continental breakfast at 7:45

Topics Include:

- Americans with Disabilities Act(ADA)
- Employee Benefits - Discrimination
- Employer- Sponsored Wellness Programs

Marriott Indianapolis North
3645 River Crossing Parkway
Indianapolis, Indiana

Pending CLE and HRCI Credit

COMPLIMENTARY SEMINAR

Recent cases on the Americans with Disabilities Act and legislative update

Andrea Marsh will discuss recent cases addressing some of the most important aspects of the Americans with Disabilities Act, including what constitutes a disability, accommodations considered reasonable and employer actions that can lead an employee to claim they were "regarded as" disabled.

Andrea will also discuss two bills moving through Congress that are hot topics among employers and HR professionals: the ADA Restoration Act and the Genetic Information Nondiscrimination Act ("GINA"). The ADA Restoration Act has generated significant attention. Opponents of the Restoration Act claim it would fundamentally change the definition of disability under the ADA, lead to a dramatic increase in the number of individuals covered by the ADA and even undermine the employer-employee relationship. Proponents of the Restoration Act argue that the ADA has been gutted by the courts, and the law is necessary to restore the original intent of the ADA. Congress is also moving forward on GINA, a bill intended to prevent discrimination by health insurers and employers on the basis of employees' genetic information.

Planning or Retribution: Where's the Line?

Stephen Riga will discuss the fine line between smart business planning and employer interference with current and future employee benefit rights. He will discuss rules barring discrimination against employees based on their application or receipt of benefits under an employee benefits plan and recent cases interpreting those rules. Particular weight will be given to the ways in which an employer can get into trouble and methods to avoid these pitfalls.

A Closer Look at Employer-Sponsored Wellness Programs

As costs continue to climb, employers are looking for ways to control health care expenses. One approach is to promote healthy habits for employees. Cathie Reese will discuss how employers are implementing wellness programs and incentives to encourage their employees to become more fit. Some employers are imposing penalties on those who make unhealthy choices. We'll look at different program ideas and discuss the legal risks and restrictions.

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Speakers

Andrea K. Marsh

Andrea Marsh practices employment and general civil litigation. She represents employers before the EEOC and other administrative agencies as well as in trial courts and on appeal. In addition to defending discrimination, harassment and retaliation claims, she has experience working with employers on wage/hour issues, drug testing policies, and employee handbooks. She also counsels employers regarding best employment practices and litigation.

Stephen A. Riga

Stephen Riga is a member of the firm's Employee Benefits Practice Group. He concentrates his practice in the areas of qualified and nonqualified employee benefit plans and ERISA. He counsels employers in the design, development, and administration of health and welfare benefit and retirement plans.

Catherine R. Reese

Cathie Reese is a director in the Employee Benefits Practice Group. She works with large and small employers in establishing and maintaining qualified retirement plans, welfare benefit programs and executive benefits. She assists with compliance and correction issues, in addition to plan design.