



CALIFORNIA
MOTOR CAR DEALERS
ASSOCIATION

Greater
LOS ANGELES NEW CAR
DEALERS ASSOCIATION

MANAGING the Four-Headed MONSTER!



Work Injury ▪ Leaves ▪ Disability ▪ COBRA

The California Motor Car Dealers Association and the Greater Los Angeles New Car Dealers Association are pleased to offer a new seminar designed to help dealerships comply with some of the more complicated employment laws – **California Workers’ Compensation; Family And Medical Leave Act (FMLA) & California Family Rights Act (CFRA); Americans With Disabilities Act (ADA) & Fair Employment And Housing Act (FEHA); and Consolidated Omnibus Budget Reconciliation Act (COBRA).**



The Federal Family Medical Leave Act and its California counterpart, the California Family Rights Act, provide for up to twelve weeks of leave per year for qualifying individuals who need leave for their own serious health condition or to care for a close relative with a serious health condition; and **the federal rules have just changed.** Employees injured on the job may qualify for leave under the Workers’ Compensation program.

Both the Americans with Disabilities Act and its California counterpart, the Fair Employment and Housing Act, permit an employer to provide leaves of absence as a reasonable accommodation of a qualifying disability. COBRA governs when an employee is entitled to continuation of health care benefits at their cost and other laws impact whether the employer must pay for those continuing benefits. **Unfortunately, all four of these areas overlap which often leads to confusion.**

So, what is a manager to do? Attend our first-ever seminar governing all of these topics. The program, which will be conducted by CMCD A employment law counsel, John Boggs of Fine, Boggs & Perkins, LLP, will be held from **9:00 a.m. to 11:30 a.m.** on April 15, 2008 at National University in Los Angeles.

**NEW
FMLA
RULES NOW IN
EFFECT!**

SPECIAL OFFER: MEMBERS WHO ARE SUBSCRIBERS TO THE CALIFORNIA MOTOR CAR DEALERS EMPLOYEE BENEFITS TRUST (EBT) PAY ONLY \$49/PERSON!



MANAGING THE FOUR-HEADED MONSTER

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DATE AND LOCATION

9:00 a.m. – 11:30 a.m.

April 15 – Los Angeles

National University
5245 Pacific Concourse Drive
Los Angeles, CA 90045
(310) 662-2060

SPECIAL OFFER for dealer members of the Greater Los Angeles New Car Dealers Association....*Buy One, Get One Free!* When you sign-up one person at the regular rate of \$89/person (or \$49/person for CMCD-EBT Subscribers) get a second person free (one free admission per dealership). Valid April 15 in Los Angeles.



MANAGING THE FOUR-HEADED MONSTER

\$89/person (CMCDA Members) ♦ \$49/person (CMCD-EBT Subscribers)

SPECIAL OFFER – Courtesy of Greater Los Angeles New Car Dealers Association: *Buy One, Get One FREE* (One free admission per dealership)



Seminar Date: April 15, 2008 Location: Los Angeles

Dealership: _____ CMCD-EBT Subscriber: Yes No

Address: _____ City: _____ Zip Code: _____

Name: PAID Email: _____

Name: FREE Email: _____

Phone: _____ Amount Paid: \$ _____

Payment Type: AmEx Visa Mastercard Check payable to: *Motor Car Dealer Services, Inc.*

Credit Card #: _____ Security Code: _____ Exp. Date: _____ / _____

Name on Credit Card: _____ Signature: _____

♦ (Please include email address to receive registration confirmation) ♦

Return to: CMCDA, 1415 L Street, Suite 700, Sacramento, CA 95814 · 916-441-2599 · Fax 916-441-5612

Refund Policy: Refunds given only upon cancellation prior to 72 hours from date of seminar. No credits