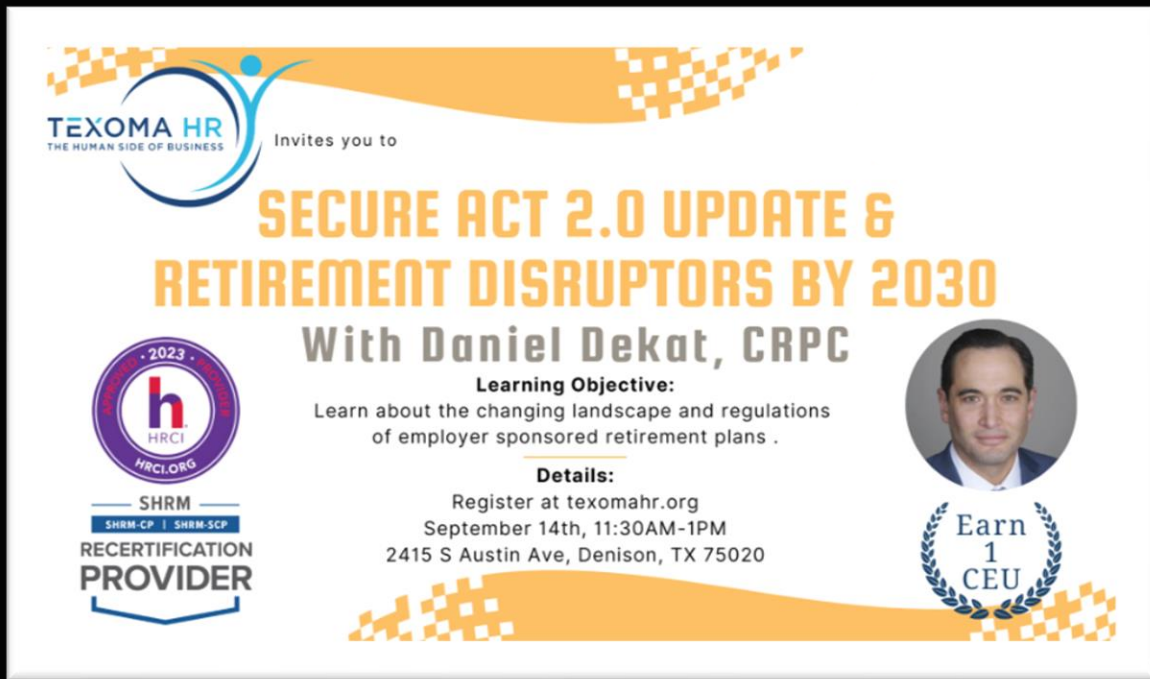


Speakers and Topics



TEXOMA HR
THE HUMAN SIDE OF BUSINESS

Invites you to

SECURE ACT 2.0 UPDATE & RETIREMENT DISRUPTORS BY 2030

With Daniel Dekat, CRPC

Learning Objective:
Learn about the changing landscape and regulations of employer sponsored retirement plans .

Details:
Register at texomahr.org
September 14th, 11:30AM-1PM
2415 S Austin Ave, Denison, TX 75020

2023
HRCI
HRCI.ORG

SHRM
SHRM-CP | SHRM-SCP
RECERTIFICATION PROVIDER

Earn 1 CEU

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Justin Wheatley
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*A Look at
the
Legal Side*



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A THIRD DWI/DUI?

An employee comes to HR and reveals that he has just been convicted of his third DWI/DUI. He tells you that the court ordered him to attend group meetings to help him stop drinking behind the wheel. The problem is that these groups meet during the weekdays and at times he is supposed to be in the office working. He has no more PTO and is ineligible for FMLA.

You send out a company-wide email on his behalf asking for volunteers to cover for this employee for when he is supposed to attend these meetings. A lot of employees volunteer, but not enough to cover all of his times away from work.

So he starts taking unexcused time off to attend these meetings. You eventually fire him for taking too much unexcused time off. He sues your company under the ADA, claiming that it failed to reasonably accommodate him by not excusing this time off. He argues that his alcoholism is his disability and that his request for excused time off to attend these meetings is a reasonable accommodation request.

The employee loses his case, even though alcoholism is generally considered to be a disability under the ADA, and requesting some time off to address his alcoholism oftentimes can be considered reasonable.

The court overseeing Texas held that the employer did not violate the ADA by refusing to excuse his time off to attend the group meetings. The court reasoned that he requested this accommodation not for something like medical treatment ordered by a doctor, but from his court-ordered obligation to attend the meetings. Thus, his request attempted to satisfy a legal obligation, which the ADA does not cover in this instance.

I think the moral of the story is to examine closely the reason behind an employee's accommodation request. To help the employee qualify for protected time off under the ADA, suggest that he acquire a note from his treating physician explaining why he is requesting something based on a medical necessity.

Upcoming EVENTS

Registration deadline: Monday, October 9th 5:00pm

Lunch is included with your registration!



HIRING AND ACCOMMODATING EMPLOYEES WITH DISABILITIES

AN UNTAPPED RESOURCE

Learn how to connect with qualified applicants with disabilities for recruiting, retaining, and promoting.

October 12, 2023
11:30-1:00 PM

DR. LINDA
HOLLOWAY

DR. DENISE
CATALANO

Register at texomahr.org
2415 S Austin Ave. Denison, TX



*Payment is required at registration and is non-refundable.
Registration will cancel if payment is not received within 15 minutes of registration.*

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



Scholarships

UNDERGRADUATE AND GRADUATE SCHOLARSHIPS AND AWARDS:

CERTIFICATION AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
SHRM-CP or SHRM-SCP Certification Grants #1	August 8, 2023	October 11, 2023	Pros & Emerging Pros
Specialty Credentials	August 8, 2023	October 11, 2023	Pros & Emerging Pros
SHRM-CP or SHRM-SCP Certification Grants #2	April 9, 2024	June 12, 2024	Pros & Emerging Pros

CONFERENCE AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Annual Conference & Exposition Professional Development Grant	November 12, 2023	January 10, 2024	Pros & Emerging Pros
Employment Law Event Grant	August 8, 2023	October 11, 2023	Emerging Pros
Inclusion Conference & Exposition Professional Development Grants	April 9, 2024	June 12, 2024	Pros & Emerging Pros
Foundation Mission Implementation Award	November 12, 2023	January 10, 2024	Pros
Mentor of the Year Award	November 12, 2023	January 10, 2024	Emerging Pros



Scholarships

ACADEMIC / RESEARCH AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Cheslie C. Kryst Memorial Scholarship - Graduate	January 9, 2024	March 13, 2024	Pros & Emerging Pros
Student Chapter Advisor Impact Award	January 9, 2024	March 13, 2024	Emerging Pros
Michael R. Losey Excellence in HR Research Award	January 9, 2024	March 13, 2024	Pros
Susan R. Meisinger Fellowship for Graduate Study in HR	January 9, 2024	March 13, 2024	Pros & Emerging Pros
Undergrad HR Exploration Award	January 9, 2024	March 13, 2024	Emerging Pros
Student Membership Award	January 9, 2024	March 13, 2024	Emerging Pros
Undergraduate Scholarships	January 9, 2024	March 13, 2024	Emerging Pros
Graduate Scholarships	January 9, 2024	March 13, 2024	Emerging Pros



Date: 09/14/2023

We're interested in your feedback. Thank you in advance for taking a couple of minutes to complete this survey about this month's Professional Development Meeting, **"Secure Act 2.0 Update & Retirement Disruptors By 2030"**.

Did the presentation meet your expectations based on the promotional description?

- Yes Undecided No

Was the presentation relevant to your work?

- Yes Undecided No

How well did the presenter stimulate interest in the topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay on topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay within the allotted time?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How would you rate the venue and the food?

- Excellent Good Fair Poor

How would your overall rating of the meeting?

- Excellent Good Fair Poor

Does the newsletter add any value to the monthly meetings?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

Please provide any additional comments and or suggestions below.

Three horizontal lines for providing additional comments and suggestions.

