

Mark Your Calendars

- ✓ Youth Council Meeting, Noon, May 13, 2009, Ryan's Restaurant, Calhoun, GA
- ✓ WIB/CCEO Meeting, Noon, May 20, 2009, Calhoun Convention Center, Calhoun, GA
- ✓ America's Small Business Summit, May 11-13, 2009, Washington, DC
- ✓ National Association of Workforce Development Professionals (NAWDP) 20th Annual Conference, May 31-June 3, 2009; Hilton Minneapolis, Minneapolis, Minnesota
- ✓ Tri-State Regional Workforce Alliance, 11:30 a.m. (Eastern Time) June 4, 2009, Chattanooga, TN (specific location TBA)
- ✓ The Council for Community & Economic Research (C2ER), June 2 - 5, 2009, Kansas City Missouri www.c2er.org
- ✓ Georgia Rural Development Council - June 11-12, 2009 - Macon, GA

Family and Medical Leave Act Changes

The Department of Labor's Wage and Hour Division has published a Final Rule regarding the changes to the Family and Medical Leave Act (FMLA) effective January 16, 2009. This Rule updates military leave entitlements. More information on changes to FMLA (and access to the Final Rule in its entirety) can be found at the U.S. DOL web site:

www.dol.gov/esa/whd/fmla

*Genius is one percent inspiration
and 99 percent perspiration.
-- Thomas Edison*

Did you know....?

The elaws® FirstStep Poster Adviser offers detailed information on the posters required by the Department of Labor. Simply visit

<http://www.dol.gov/elaws/posters.htm>

and answer a few questions about your business to receive a list of required posters (which are provided at no charge).

**Business Resources on the Web**

Department of Community Affairs

www.dca.state.ga.us



U.S. Chamber of Commerce Small Business Toolkits

www.uschamber.com/sb/toolkits.htm

Summer Work Program

The Workforce Investment Board of Northwest Georgia and Council of Chief Elected Officials (WIB/CCEO) announce the Summer Work Experience Program for Northwest Georgia. This initiative is made possible by the American Recovery and Reinvestment Act of 2009.

Economically disadvantaged youth ages 14-24 may be eligible for summer work experience activities at local work sites. The WIB/CCEO are seeking work sites for the placement of eligible youth particularly in "green" jobs such as recycling, reclaiming of public parks, landscaping, nursery, and forestry among others. No cost will be incurred by work sites; wages for these youth will be paid by the WIB/CCEO through the Coosa Valley Regional Development Center. For more information on becoming a work site or for application procedures for youth, please contact Lesia Lambert at 706.295.6485 or e-mail at lesial@cvrfdc.org.

Vocational Rehabilitation Program Services for Employers



To meet the work force needs of business, the Vocational Rehabilitation Program provides the following services to any business, without obligation to ultimately hire a person with a disability:

- ❖ Accessibility Assessments
- ❖ Americans With Disabilities Act (ADA) Consultations
- ❖ Disability Awareness Training
- ❖ Job Analysis
- ❖ Job Accommodation/Modification
- ❖ Pre-screened/Qualified Applicants
- ❖ Assistive Work Technology
- ❖ Support Services

The Americans with Disabilities Act Amendments Act: Practical Guidance for Employers

On January 1, 2009, the Americans with Disabilities Act Amendments Act (ADAAA) went into effect, making major changes to the definition of disability. These changes apply to both the Americans with Disabilities Act (ADA) and the Rehabilitation Act, which means they apply to a large number of private, state, local, and federal employers. What are these changes and how will they affect covered employers?

The overall purpose of the ADAAA is to broaden the definition of disability so more people are protected against discrimination. To accomplish this, the ADAAA made the following changes: revised the definition of substantially limits, expanded the definition of major life activity, stated that mitigating measures other than "ordinary eyeglasses or contact lenses" shall not be considered in assessing whether an individual has a disability, clarified that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active, and provided that an individual subjected to an action prohibited by the ADA (e.g., failure to hire) because of an actual or perceived impairment will meet the "regarded as" definition of disability unless the impairment is transitory and minor.

For more information about the new definition of disability, visit Accommodation and Compliance Series: The ADA Amendments Act of 2008 at <http://www.jan.wvu.edu/bulletins/adaaa1.htm>.


Apprenticeships Benefit Businesses

Offices of Apprenticeship (OA) are located in all 50 states and are available to provide technical assistance. Resources may be available to pay a portion of technical instruction. OA also coordinates with other Federal training programs. An apprenticeship program benefits employers in the following ways:

- * Attracts adequate numbers of highly qualified applicants.
- * Reduces absenteeism.
- * Reduces turnover.
- * Increases productivity.
- * Reduces cost of training.
- * Facilitates compliance with Federal and State Equal Employment Opportunity requirements.
- * Ensures availability of related technical instruction.
- * Enhances problem-solving ability
- * Ensures versatility.
- * Addresses the need to remain competitive by investing in the development and continuous upgrade of the skills of the workforce.

For more information regarding the benefits of apprenticeship programs, visit: www.doleta.gov/oa/empbenef.cfm

*"People with goals succeed because they know where they are going."
~Unknown*



The Business Informer is a publication of the Tri-State Regional Workforce Alliance. For more information about the Alliance contact Gwen Dellinger, Northwest Georgia Workforce Development Director, Coosa Valley Regional Development Center, 706.295.6485; Mike Kennemer, Director Workforce Development, Northeast Alabama Community College 256.228.6001, or Phyllis Casavant, Deputy Director, Southeast Tennessee Development District, 423.2424.4251. Suggestions or articles to contribute - contact Terri Morgan at 706.295.6485 or tmorgan@cvrdc.org. An Equal Opportunity Program/Employer. Auxiliary aids and services available upon request. Published by Coosa Valley RDC, Rome, Georgia.