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## Requesting Fitness-for-Duty Exams in the Federal Workplace: What's Allowed, What's Not

March 3, 2010 • 12 – 1:30 p.m. ET

*Marilyn Mattingly, Author, Trainer and Consultant in Federal Employee and Labor Relations*

More and more, federal professionals are dealing with employees' medical and disability issues. And a key component of these issues is the fitness-for-duty examination. Listen in as federal employee and labor relations expert Marilyn Mattingly clears up the confusion over how to use exams to meet agency needs for information while staying in compliance with federal regulations.

In just 90 minutes, you'll learn specific guidance on when you can legally request that an employee take a fitness-for-duty exam, what type of medical information can be obtained through the exam, and the circumstances under which a request violates the Rehabilitation Act.

Through an examination of case law from the MSPB, EEOC and federal courts, you'll gain a clear understanding of employee and agency responsibilities, as well as the ins and outs of your requirements under 5 CFR 339 — so you can prevent discrimination in the use of exams. Plus, Ms. Mattingly provides how-to compliance strategies and guidance including:

- ▶ Specific circumstances and results of the misuse of fitness-for-duty exams
- ▶ What to do when the employee refuses to produce required medical documentation
- ▶ How to determine whether medical documentation is accurate
- ▶ When a psychiatric exam can be ordered or offered
- ▶ And more!

### Who Should Attend:

- ▶ Human Resources Professionals
- ▶ EEO Professionals
- ▶ Attorneys
- ▶ Managers & Supervisors

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Wednesday, March 3, 2010

12 - 1:30 p.m. ET • 11 a.m. - 12:30 p.m. CT  
10 - 11:30 a.m. MT • 9 - 10:30 a.m. PT

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\_\_\_ \$295 (after Feb. 24)

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