



For Immediate Release

Disability Management Employer Coalition

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International Non-Profit Brings Integrated Disability Management to Portland

San Diego, California— May 29, 2009—The Disability Management Employer Coalition (DMEC), the only non-profit devoted to integrated disability and absence management, will conduct its 14th Annual International Conference July 19 – 22, 2009 in Portland, Oregon. This employer-driven event attracts hundreds of attendees from around the world.

This year's conference has a focus on fiscal responsibility and legal compliance that can help companies compete in a tough economy.

The conference features practical, hands-on solutions for employers as well as expert analysis of legislation and employment regulations. The accompanying exhibit hall features the latest in disability and absence management products, services and resources.

Conference Highlights Include:

Special Pre-Conference Session—ADAAA: The White Elephant in the Room

- *Overview of New Regulations and Employer Implications*
An update on the new ADAAA changes and its effect on employers, including how to identify safe havens until new regulations are issued, and FMLA implications.
- *Physicians in the Know*
Two physicians will discuss the best approach to accommodate difficult disabilities such as CRPS, CTS, PTSD, and Fibromyalgia.
- *The Interactive Process*
Learn strategies for maximizing productivity of employees with disabilities, and develop approaches to balance job accommodation needs and company productivity.
- *Ask the Experts Panel*

Thought-Provoking Keynote Sessions

- **“Using Sports to Return People to Life and Work”**, by Kirk Bauer, Disabled Sports USA.
- **“The Benefits Edge: the Competitive Value of Employee Benefits in an Era of Sustainability”**

Thirty-seven focus sessions provide a cross-section of integrated disability and absence management topics, including:

- **“Disability Management in a Downturn Economy”**
The market is seeing a dangerous trend with employers choosing to eliminate or significantly

limit disability management interventions in order to manage short-term expenses. What can employers do to maintain a longer strategic view?

- **“Meeting New Legal Challenges: Are Your STD and Workers’ Comp Programs Ready?”**
Avoid litigation by understanding STD and workers’ comp practices that create legal risks, and identify best claims management practices to reduce ADA/FMLA risk.
- **“Using a Virtual Environment to Deliver Behavioral Change”**
You can do everything else online, why not leverage online communities to promote behavioral health? See the success that one employer experienced using virtual health coaching.
- **“Bringing Workplace Culture Up to Speed”**
The cultural belief that “disability” equates with “can’t work” costs individuals the opportunity to remain productive and costs organizations real dollars. Learn how limiting norms are unconsciously infused in workplace culture, and equip yourself with two core principles that inform all disability etiquette.
- **“Good Sense = Good Cents: Effective and Compliant Return To Work”**
Successful return to work following injury or illness maintains productivity, avoids added costs of temporary labor, and reduces workforce stress. Learn how to establish a FMLA and ADA-compliant return-to-work program, including identification of appropriate work alternatives and implementation of transitional work programs.
- **“Extreme Productivity: Are Your Employees Hitting the Wall?”**
This timely session focuses on the urgent challenges faced by employers trying to maintain employees’ full engagement in their work while promoting health and wellness and reducing stress. Presenters include employers who participated in the DMEC Think Tank on the same topic. A whitepaper from the Think Tank is available at www.dmec.org.

About DMEC

The Disability Management Employer Coalition (DMEC) is a non-profit organization that provides educational resources to employers in the areas of disability, absence, health, and productivity. The primary goal of DMEC is to assist employers in developing cost-saving programs, encouraging responsive market products, and returning employees to productive employment. Visit www.dmec.org for more information about educational publications and events.

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Members of the Media: Please join us for our 14th Annual International Conference. To receive a brochure and schedule of events, or to register for a complimentary press pass, contact Rebecca Milot-Bradford at 970.824.1974, or email membership@dmec.org.