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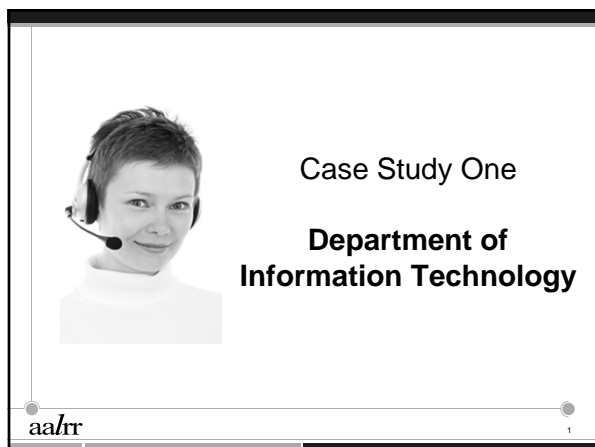
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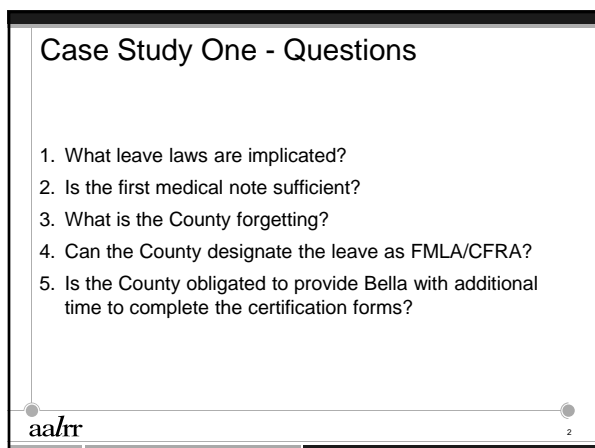
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### Case Study One - Questions

6. Can the County terminate Bella for failing to return the certification form?
7. Did the County have any obligations to contact Bella before terminating her employment?
8. Should the County rescind the termination since Bella claims that she provided the requested information before April 15?

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### Case Study Two



#### **Magically Delicious Apple Bakery**

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### Case Study Two - Questions

1. What leave laws are implicated?
2. What has Magically Delicious Apple Bakery forgotten?
3. Can Magically Delicious Apple Bakery require Snow White take a leave of absence?
4. What should the Magically Delicious Apple Bakery do when it receives permanent restrictions?
5. What should Magically Delicious Apple Bakery do?

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Case Study Three  
**Happy Corporation**

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**Case Study Three - Questions**

1. What leave laws are implicated?
2. Can Happy Corporation discipline Aurora for her tardiness and attendance?
3. What should Happy Corporation do when Aurora requests a reasonable accommodation?
4. Does Happy Corporation have to provide Aurora with the part time schedule she requested?
5. What should Happy Corporation do?
6. Can Happy Corporation discipline Aurora when it does not discipline Fauna and Merryweather for the same types of policy violations?

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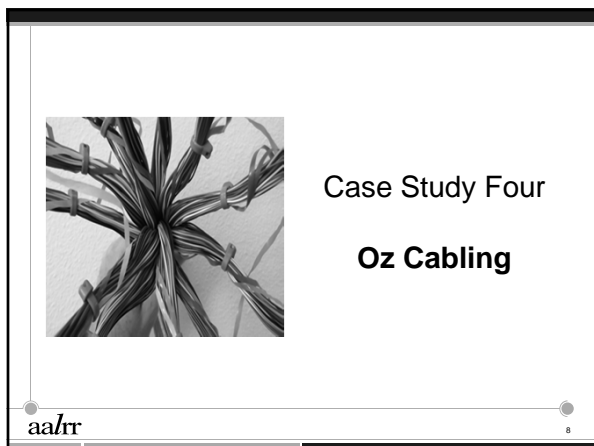
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Case Study Four  
**Oz Cabling**

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### Case Study Four - Questions

1. What leave laws are implicated?
2. Why is it important to determine the essential functions of a position?
3. What should Glinda do?

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### Case Study Five Caesar Corporation

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### Case Study Five - Questions

1. What leave laws are implicated?
2. Does Caesar Corporation need more information?
3. Do any of the leave laws require Caesar Corporation to permit Brutus to telecommute?
4. Can Caesar Corporation require Brutus to work forty hours each week, eight hours each day in the office?
5. Can Brutus use FMLA/CFRA leave to watch his son when daycare is unavailable to him?

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## Case Study Six

### Law Firm

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## Case Study Six - Questions

1. What leave laws are implicated?
2. Is there anything that David can do to verify Alice's absences?
3. What are the risks associated with disciplining Alice for calling out sick on Fridays and Mondays?
4. What are the risks associated with terminating Alice for her absences?

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# Thank You

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
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