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**Facing the Inevitable Conversation: How Employers Can Help Employees Live with End-of-Life Situations**

*The free educational seminar will examine the issues and challenges that emerge when employees are facing serious illness*

**San Jose, Calif. – September 10, 2012** – Hospice of the Valley of Northern California, a leading provider and educator in advancing palliative care, hospice, and grief care, in collaboration with the employment law practice of Berliner Cohen presents *Facing the Inevitable Conversation: How Employers Can Help Employees Live with End-of-Life Situations*, a free educational seminar for human resource professionals, employers, managers, small to large companies, attorneys, estate and financial planners, funeral directors, life coaches, faith-based leaders, and interested individuals on Wednesday, September 19, 2012 from 8:00 a.m. to 9:30 a.m. at Hospice of the Valley, 4850 Union Avenue, San Jose, California.

More often than not, human resources (HR) professionals and managers are fast becoming the point of entry for end-of-life issues, grief support information and resource for their employees. Additionally, an employer's role in the assessment and the understanding of ever-changing regulations and the ability to meet compliance requirements are vital to ensuring an organization's growth and to mitigate liability. The emotional, practical and legal challenges of assisting employees who are facing serious or life-limiting illness, or death will be addressed from the perspectives of Brad Leary, LCSW, director of social services and counseling with Hospice of the Valley, an expert in grief and loss counseling,

and Roberta S. Hayashi, employment law & litigation partner with Berliner Cohen, a leading employment law attorney.

Using a case study approach, *Facing the Inevitable Conversation* will examine the issues and challenges that emerge when employees are living with or facing serious illness, and/or are grieving a loss. They will review common scenarios and provide guidance with regard to the policies and practices that will prepare the HR professional to become an understanding, meaningful and supportive resource for the workforce.

“We are pleased to partner with Berliner Cohen, a leading law firm in Silicon Valley, to bring this timely educational program to our community,” said Sally Adelus, president and chief executive officer of Hospice of the Valley. “And to provide professional guidance, resources and support for HR professionals, employers, managers, faith-based leaders and others as they face the inevitable end-of-life conversation.”

Target audience includes human resource professionals, employers, managers, small to large companies, attorneys, estate and financial planners, funeral directors, life coaches, faith-based leaders, and interested individuals.

To register for this free seminar, please email Martha Casey at [martha.casey@berlinercohen.com](mailto:martha.casey@berlinercohen.com). 1.5 CLE (continue education hours) and certificate of completion are available at the conclusion of the program for HR professionals. For information about the seminar, visit [berlinercohen.com/events](http://berlinercohen.com/events) or contact Martha Casey of Berliner Cohen at 408.938.2449.

### **About Berliner Cohen**

Berliner Cohen’s experienced employment law attorneys advise and represent employers and managers on a full range of legal issues affecting the workplace, including harassment and discrimination, unfair competition and trade secrets, wrongful discharge, wage and hour issues, and labor disputes. The firm is one of the largest and oldest law firms in San Jose serving the business and regulatory needs of private business and public agencies. For over 45 years, the Firm has developed the special expertise required by a diverse client base consisting of nationally recognized business interests and a number of Silicon Valley’s largest

national and multinational corporations, new ventures, leading real estate developers and brokerages, cutting-edge technology companies, healthcare and other service providers, banking and financial institutions, municipalities, public agencies and individuals. Berliner Cohen also meets the growing demands of the San Joaquin Valley with its expanding offices in Merced and Modesto.

### **About Hospice of the Valley**

Based in the heart of California's Silicon Valley, Hospice of the Valley provides end-of-life care and services, including hospice, palliative care and grief counseling for adults and children. The *Transitions* Program offers emotional support, education, and practical assistance for families facing serious illness. Hospice of the Valley publishes a community website for caregivers and families at [seriousillness.org/santaclaracounty](https://seriousillness.org/santaclaracounty). A nonprofit organization serving Santa Clara County since 1979, Hospice of the Valley honors all cultures, beliefs, values, and traditions and is committed to serving its diverse community and providing equitable access to care for all regardless of financial ability. For information, call 408.559.5600 or visit [hospicevalley.org](https://hospicevalley.org).

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