



**CONSTRUCTION ROUNDTABLE OF NEW JERSEY (CRTNJ)  
INVITES YOU TO JOIN US FOR OUR MONTHLY MEMBERSHIP LUNCH MEETING  
FRIDAY, SEPTEMBER 7, 2018 CRTNJ LUNCH MEETING REGISTRATION & PROGRAM**

**CRTNJ Luncheon Meeting at Metuchen Golf & Country Club  
244 Plainfield Road, Edison, NJ 08820**

**11:30 A.M.: Meeting Registration & Networking**

**12:00 P.M.: Lunch and Program**

**PRESENTATION: UNDERSTANDING THE AMERICAN WITH DISABILITIES ACT  
DON'T LEAVE YOUR BUSINESS VULNERABLE TO ADA LAWSUITS**

This session will provide you with basic understanding of the Americans with Disabilities Act, hereafter referred to as ADA, you will be able to understand how to better interact with individuals with disabilities, recognize equal opportunity and equal access to possible requests for a reasonable accommodation. We will talk about Negotiating Reasonable Accommodations through the Interactive Process under the ADA. Discuss frequent issues and practical ideas for resolving roadblocks to "accommodations" in the employment context and share "best practices" regarding approaches to the interactive process, clarifying what to do when someone requests a reasonable accommodation that is, at first blush, "unreasonable".



**SPEAKERS:**

**Michael A Rojas, District Outreach & Education Coordinator, U.S. EEOC, New York District  
&  
Electra Yourke, Enforcement Manager, U.S. Equal Employment Opportunity Commission**

**MICHAEL ROJAS** is the New York District Outreach & Education Manager for the Equal Employment Opportunity Commission (EEOC). He manages Community Outreach, Media Relations and Employer and Technical Training for New York, the 13 northern counties of New Jersey, and all of the New England States. Michael is also the Small Business Liaison which provides assistance to small businesses about the laws enforced by EEOC or about compliance with those laws in specific workplace situations. He began his career in the government at the United States Department of Labor, Office of Federal Contract Compliance Programs implementing various region-wide programs, including; training, consultation and administrative studies. Michael worked in the private sector as an HR Generalist with duties including; payroll management, budget forecasting, recruiting, policy and guidance implantation and change management. He served in the United States Navy from 2001 – 2006 as a Personnel Specialist and completed 4 tours of duty including support in Operation Enduring Freedom and Operation Iraqi Freedom. He received 2 Navy and Marine Corps Achievement Awards and a Navy Unit Commendation. Michael holds a Bachelor’s Degree in Workforce Education and Development from Southern Illinois University Carbondale and his Masters in Human Resource Management from Long Island University Brooklyn Campus.

**MS. YOURKE** first entered civil rights work at the NYC Human Rights Commission, then under the chair of Eleanor Holmes Norton. She specialized in large, class-type cases initiated by the Commission. When Ms. Norton was appointed Chair of the EEOC, Ms. Yourke went to the agency’s Washington headquarters to help expand the systemic program on a national basis. Upon her return to New York, she worked for the Javits Convention Center and the Port Authority of NY&NJ on minority and women’s business enterprise programs. She then acted as interim Executive Director for Affirmative Action at the University of Houston, was a consultant to other universities, and conducted investigations on contract. In 1999, she rejoined EEOC, at the New York District Office.

-----Registration Form-----

- Members:** No Charge. No form required. Simply respond via e-mail to: [pathering@associationsoffice.com](mailto:pathering@associationsoffice.com)
- Additional MEMBER Representatives:** \$50.00 per person (please fill out form)
- Non-Members and Guests:** \$75.00 per person (please fill out form)  
Introductory rate (not to exceed two meetings) prior to membership requirement!
- “Walk-In” Door Price:** \$85.00 per person if not registered prior to event (not to exceed two meetings) prior to membership requirement

Name(s): \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Enclosed is check payable to CRTNJ in the amount of \$ \_\_\_\_\_

Please complete for credit card payment:

Charge Attendance Fee to: Amex \_\_\_\_\_ MasterCard \_\_\_\_\_ Visa \_\_\_\_\_ Discover \_\_\_\_\_

Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Amount: \_\_\_\_\_ Billing Zip Code: \_\_\_\_\_

Cardholder Name: (Please Print) \_\_\_\_\_

Signature: \_\_\_\_\_

Security Code on Card#: \_\_\_\_\_ Address of Cardholder: \_\_\_\_\_

**Construction Roundtable of New Jersey c/o Patricia Hering-Ray, Administrator**

**2470 Robin Way, Manasquan, NJ 08736 • [pathering@associationsoffice.com](mailto:pathering@associationsoffice.com)**

**• office 732-687-8954 • cell 732-977-7824**

**[www.crtnj.org](http://www.crtnj.org)**

**Please send questions to be addressed prior to the meeting!**