



SAVE the DATE

03/12/13

Ogletree Deakins

The Phoenix office of
OGLETREE DEAKINS

presents

**EVERYTHING YOU NEEDED TO KNOW ABOUT
THE FMLA, BUT DIDN'T . . .**

An informative, in-depth and educational seminar about one of the most impactful laws facing human resources professionals - Presented by Michael M. Shetterly

LOCATION

To Be Announced

DATE AND TIME

Tuesday, March 12, 2013

8:30 a.m. - 4:00 p.m.

(registration and breakfast begin at 8:00 a.m.)

COST

\$195 per person

(includes breakfast, lunch, and extensive program materials)

CERTIFICATION CREDITS

Attending this workshop can earn credits needed for maintaining SPHR or PHR certification.

REGISTRATION

Register online at www.ogletreedeakins.com or contact James Doss at (864) 240-8303 or james.doss@ogletreedeakins.com.

CLE is available for AZ attorneys.

EVERYTHING YOU NEEDED TO KNOW ABOUT THE FMLA, BUT DIDN'T

The Family and Medical Leave Act (FMLA) is one of the most complicated employment laws for human resources professionals to administer and for managers and supervisors to understand. Requests for FMLA leave have risen dramatically in the years since the 1993 law was passed. Forms, deadlines, and medical certifications combine to weave a web of potential personal liability for human resources professionals.

Recent changes to the FMLA regulations require changes to the forms, procedures, and policies that employers have been following since the Act's effective date. Rather than clarifying employer obligations and employee rights, the new regulations and various court decisions have actually added confusion and uncertainty.

Many HR professionals frequently wonder, "Are our FMLA practices up-to-date?"

In an effort to address this continuing compliance challenge, Ogletree Deakins is pleased to host a series of one-day workshops. Participants will be given in-depth, but practical information that can immediately improve understanding of the complexities of the FMLA. The speakers will stress practical, cost-effective methods for being sure that your organization's policies and practices are in compliance with the current regulations. This advanced seminar will provide a road map to guide employers through the intricate compliance issues. Individuals considering this workshop should have a working knowledge of the FMLA.

The cost for this program is \$195 per person. Advance pre-paid reservations are required.

WORKSHOP HIGHLIGHTS

Below are some topics that will be covered at this program:

- FMLA: recent changes and proposals on the horizon;
- A review of key provisions of the FMLA;
- Determining an FMLA-defined "serious health condition";
- Notice requirements: employer and employee responsibilities;
- Paid leave versus non-paid leave;
- Attendance policies;
- The FMLA's relationship to other laws;
- Fraud and abuse;
- Light duty;
- Military leave/qualifying exigencies;
- Has handling intermittent leave been simplified?;
- Is technical compliance with the "new FMLA" even possible?;
- Practical compliance strategies;
- How cutting corners lays traps for the unwary; and
- Dealing with accommodation in the form of leave under the expanded ADA.