Family and Medical Leave Act Seminar
June 21, 2018
Hyatt Regency Indianapolis

Presented by

Ogletree Deakins
Employers & Lawyers. Working Together

8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome and Opening Comments

9:15 a.m. FMLA to Z, Featuring ADA Interplay

Family Medical Leave Act (FMLA) Basics Explained

- The goal of the Act
- Employers
- Eligible employees
- Job protection
- Terminations unrelated to the leave

ADA Basics Explained

- The goal of the Act
- FMLA vs. ADA
- Triggers for interactive process
- Three tiers of the ADA
- How ADA fits with FMLA and other leaves

10:30 a.m. Break

10:45 a.m. FMLA More in Depth

- Understanding interference
- Interference and retaliation claims explained
- Notice obligation (employer and employee)
- What must an employee say to trigger FMLA?
- Late notice

12:00 p.m. Lunch (provided)

1:00 p.m. FMLA Leave

- Reasons for leave
- Qualifying conditions
- More types of leave
- Intermittent leave explained

2:00 p.m. Break

2:15 p.m. FMLA Process

- Paperwork
- Medical certifications
- Penalty for late certifications
- Supervisor documentation

3:15 p.m. Issues During Leave

- Various calculation methods
- Concurrent exhaustion
- FMLA transparency
- Leave of shortest duration
- Paying medical premiums
- Frequency and duration issues
- Moonlighting
- Re-entering the workforce
- Medical examinations

4:15 p.m. Adjourn