

Family and Medical Leave Act Seminar
January 18, 2024

Presented by:



- 8:30 a.m. **Registration and Continental Breakfast**
- 9:00 a.m. **Welcome and Opening Comments**
- 9:10 a.m. **From F to A: Overview of the FMLA**
- Eligible employees
 - Qualifying conditions
 - Types of leave
 - Certification
- Susan Gorey, Of Counsel and Ellen Pactor, Associate*
- 10:15 a.m. **Break**
- 10:30 a.m. **From F to A (cont.)**
- Employee benefits
 - Job protection
 - Policies and forms
- 12:00 p.m. **Lunch (provided)**
- 1:00 p.m. **Recurring Tricky Issues Under the FMLA**
- What constitutes notice triggering the FMLA?
 - Intermittent leave and recertification
 - Return-to-work issues
- Caitlin Schroeder, Of Counsel*
- 2:00 p.m. **Legal Claims and the Bermuda Triangle**
- Interference and retaliation claims
 - Alphabet Soup: Managing concurrent leaves, extended leaves and light duty under the FMLA, ADA and worker's compensation
- Scott Preston, Shareholder*
- 3:00 p.m. **Break**
- 3:15 p.m. **Terminating an Employee on Leave, Curbing FMLA Abuse and Outsourcing Leave Administration**
- Ken Siepman, Shareholder*
- 4:30 p.m. **Adjourn**