

# Family and Medical Leave Act Seminar

January 15, 2026 | Indiana Chamber Conference Center

PRESENTED BY



- 8:30 a.m. Registration and Continental Breakfast
- 9:00 a.m. Welcome and Opening Comments
- 9:10 a.m. **FMLA Overview**
- Covered employers
  - Eligible employees
  - Qualifying reasons for leave
  - Types of leave
  - Employee benefits
  - Job protection
- Ellen Pactor and Dave Kuhn*
- 10:30 a.m. Break
- 10:45 a.m. **Certification and Recertification of FMLA Leave**
- Zachary Eichel*
- 11:30 a.m. **Proper Notice of FMLA Leave**
- Foreseeable leave
  - Unforeseeable leave
- Susan Gorey*
- 12:00 p.m. Lunch (provided)
- 1:00 p.m. **Legal Claims and Concurrent Leaves Under ADA, Workers' Comp and STD**
- FMLA interference and retaliation claims
  - FMLA, ADA and workers' comp: Managing concurrent leaves, extended leaves and light duty
- Kenneth B. Siepman*
- 1:45 p.m. **Outsourcing Leave Administration**
- The pros and cons
  - Best practices
  - Ensuring compliance not only with FMLA, but also other laws such as ERISA
  - Negotiating favorable terms
- Kenneth B. Siepman*
- 2:30 p.m. Break
- 2:45 p.m. **Curbing FMLA Abuse**
- Terminating an employee on leave
  - Cheaters and how to catch them
- Kenneth B. Siepman*
- 3:30 p.m. **Fun With the FMLA**
- Test your knowledge and improve your skills as the presenter quizzes the audience and discusses challenging FMLA concepts and factual scenarios.
- Kenneth B. Siepman*
- 4:30 p.m. Adjourn