



LIVE SEMINAR

# FMLA Compliance



## THIS SEMINAR AT A GLANCE:

- How FMLA is interpreted by *today's* courts — what the law really says
- The best way to coordinate your FMLA policy with other leave policies, such as vacation and sick leave, to avoid confusing overlap
- Choices you can make about FMLA now to prevent problems in the future
- How FMLA can work to your advantage, how it can quickly turn against you and how it can get downright brutal if you're not careful!
- What to do about employees who abuse FMLA
- Employers beware! The latest court cases tell us to act with caution when it comes to FMLA
- The latest developments in FMLA regulations — what they are and how they affect you
- The most common misunderstandings about FMLA and how they can get you into trouble
- Paperwork and the FMLA — the unusual and specific ways it must be completed
- What to do when you think an employee is “faking it”
- The terrible triangle: guidelines for untangling leave and disability issues involving FMLA, ADA and workers' compensation
- How to resolve dilemmas regarding pregnancy and maternity/paternity leave



## Four Reasons to Register Today

- 1. Your company's potential liability for FMLA infractions makes attending the smart thing to do.** Why risk hundreds of thousands of dollars and your peace of mind? An investment of just one day provides you with the information you need to protect yourself.
- 2. You'll get answers to YOUR questions about FMLA.** In addition to a complete program on FMLA, you will have the opportunity to ask specific questions about FMLA-related situations you are facing at your company.
- 3. You can test your abilities by examining FMLA cases and choosing a course of action.** Sometimes the best way to learn is by doing. We will review specific situations and give you the opportunity to consider what you would do in each. Then, we'll go over the best course of action. It's a great learning lab.
- 4. You'll learn to think like a judge.** We'll go over cases that actually came before the courts and look at the reasoning behind each decision. Before the day is over, you'll be looking at FMLA situations like a legal eagle.

## PROGRAM AGENDA

### Understanding FMLA Basics

- What has changed with FMLA since it was enacted — and how the changes affect employers
- The rule on employee eligibility: Does it vary from business to business?
- How your personnel policies affect an employee's claim to FMLA benefits
- Not as straightforward as it might seem: a look at calculating the 12-month period for FMLA
- International workers and FMLA — what's the rule for their eligibility?
- The importance of calculating your number of employees correctly
- True or false? Paid leave benefits must be exhausted before FMLA goes into effect
- What's considered a legitimate reason to take FMLA leave? What isn't?
- The real meaning of the term child for FMLA purposes (it's different than you may think)
- How intermittent leave is handled differently from continuous leave, and the problems it can trigger
- The definition of "no fault" attendance policies, and how they can affect your company

### Untangling the FMLA Web

- Make sense of the significant areas of overlap between FMLA, ADA and workers' compensation
- What employers can and cannot do when it comes to enforcing policy
- How to deal with FMLA abuse or fraud without creating company liability
- Consequences recently experienced by companies that did not comply with FMLA
- If an employee doesn't ask for FMLA benefits, do you have to provide them?

- How much responsibility a company has, according to the courts, to keep employees aware of the amount of FMLA leave they have used
- An examination of your rights for requesting medical information
- What you can do when medical opinions don't agree
- If the employee requests paid leave instead of unpaid leave, does your right to request medical information change?
- What you must do to avoid liability when you want to terminate an employee who is on FMLA leave

### Exploring Real-Life Issues

- The legal way to handle the employee who may be "faking it" — what you can do if you doubt the validity of an employee's claim
- Intermittent leave records: what will and won't stand up in a government audit
- How to protect your company when an employee on reduced-schedule leave wants or needs to be transferred to another position
- Department of Labor hot spots every employer should avoid at all costs
- DOL's plan for a new regulations, and how it will affect employers
- A test for "equivalent status" of a position to which an employee is returning
- When you can refuse to reinstate an employee to an equivalent position
- What to do when an employee disputes the equivalency of the reinstatement position, and how to do it in a way that minimizes ill will
- When and how to communicate with employees to minimize corporate liability
- Where to locate the latest information on FMLA to stay on top of changes

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## Registration Information

### Enroll Today!

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