



**AGENDA  
ADVANCED FAMILY AND MEDICAL LEAVE ACT  
REGIONAL WORKSHOP 2018**

**APRIL 12**

**1:00 – 1:15      Workshop Introduction and Overview of FMLA**

**1:15 – 2:45      Threshold Issues**

Including an in-depth look at the definition of “parent,” “adult child,” and “serious health condition;” employee and employer notice requirements; certifications, clarifications and second opinions; the problem of multiple health conditions

**2:45 – 3:00      Break**

**3:00 – 3:15      Privacy Matters**

The FMLA’s confidentiality requirements; the intersection of the FMLA and GINA; what may be disclosed to supervisors when.

**3:15 – 4:00      Measuring Leave**

An in-depth look at problems in measuring and scheduling both continuous and intermittent and reduced leave; and leave in a school or college setting

**4:00 – 5:00      Issues in Pay and Benefits during Leave**

The use of accrued paid leave; how to handle an employee’s failure to pay health insurance or other benefit premiums; recapture of premiums when employee decides not to return or is fired

**APRIL 13**

**9:00 – 10:00      Return from FMLA Leave**

Fit for duty testing; return after drug and alcohol rehab; light duty; 100% healed-from-injury policies; the FMLA and the ADA; the FMLA and workers comp; the meaning of the same or an equivalent position

**10:00 – 10:30      What Constitutes FMLA Interference**

Improper recertification; contacting employees during FMLA leave; employer absence and absence reporting policies; intermittent leave and absence reporting; retaliation claims

**10:30 – 10:45      Break**

**10:45 – 11:30      Preventing FMLA Fraud and Abuse**

**11:30 – 12:15      Military FMLA**

**12:15 – 1:00      Enforcement and Remedies and Managing FMLA Leave**

Preparing for audit; recordkeeping; using TPAs; training department heads and supervisors

**1:00              Adjourn**