

You'll get strategies and updates specific to Connecticut so you can ensure compliance with both state and federal regulations!

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2016 FMLA MasterClass: Connecticut

Advanced Skills for
Employee Leave Management



CONNECTICUT EMPLOYERS & HR PROFESSIONALS:

You can master FMLA administration in one day with this in-depth, solution-focused Master Class seminar. Avoid costly penalties by staying on top of your compliance obligations and add to your professional value by enhancing your advanced practitioner skill set.

You'll learn:

- ✓ The latest FMLA revisions, so you don't risk noncompliance
- ✓ What recent FMLA court decisions really mean, so you can adjust your policies accordingly
- ✓ Solutions for accurate FMLA recordkeeping
- ✓ How to tame the intermittent leave and reduced schedule beasts, and put a stop to abuse and fraud
- ✓ How FMLA, ADA, and state workers' comp laws overlap, so you can avoid violations
- ✓ And more!

Hartford
Wednesday,
April 20, 2016
Hartford Marriott
Downtown

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FMLA MASTER CLASS OVERVIEW

The DOL has made it clear: In 2016, employers will see an increase in on-site FMLA investigations.

Learn how to adjust your policies and practices to ensure compliance with the changing regulatory landscape at the 2016 FMLA Master Class for Employers. Invest just one day to become even more proficient in FMLA decision-making and handle top management and employee questions with even greater confidence.

This event teaches FMLA essentials while instilling the confidence you need to master FMLA administration—HR's #1 headache!

THE EXPERTS



Ashley H. Sakakeeny
Attorney
Carlton Fields Jordan Burt

Ashley Harrison Sakakeeny specializes in employment law. She represents employers in proceedings before state and federal courts and administrative agencies involving discrimination, harassment, retaliation, FMLA, whistleblower, wrongful discharge and other claims. She also frequently advises clients on employment-related issues. Ms. Sakakeeny is an editor of Connecticut Employment Law Letter.



Jonathan C. Sterling
Attorney
Carlton Fields Jordan Burt

Jonathan Sterling specializes in employment law, with a concentration on defending organizations, municipalities and individuals against claims brought by employees. He defends employers before state and federal courts and administrative agencies in cases involving FMLA, discrimination, harassment, retaliation, FLSA, ERISA, freedom of expression and other claims. Mr. Sterling's compliance work has been wide-ranging; from WARN Act compliance to wage and hour issues. Mr. Sterling also conducts sexual harassment training for employers. He is an editor of the Connecticut Employment Law Letter.

TOP REASONS TO ATTEND

✓ **We'll give you plain-English explanations of FMLA regulations.**

The Family Medical Leave Act (FMLA) is one of the most complex employment laws with which employers' policies must comply. As such, it can be difficult to understand and to implement compliant programs and policies. **2016 FMLA Master Class** will provide clear, comprehensive clarification while offering advanced solutions.

✓ **As an employer, it's your responsibility to be up-to-date, and we'll help you get there.**

With changing regulations and updated policies, it's hard to keep up with your compliance obligations. But our experts will make sure you're informed on the most current rules so you won't get caught unprepared.

✓ **Because being unprepared could cost you.**

Employers face potentially devastating legal risks when managing FMLA, whether they are

determining eligibility, disciplining an employee on leave, or navigating a number of other scenarios. If you don't have a strong understanding of the law under FMLA, you could find yourself facing a retaliation claim or other costly litigation.

✓ **It's guaranteed.**

If you're not satisfied with the quality of the **2016 FMLA Master Class**, you get your money back... no questions asked. With no risk to you, you can't afford not to attend!



BLR MasterClass
FMLA

THE AGENDA

This program includes networking and independent lunch breaks.

Registration and Breakfast

7:30 – 8:30 a.m.

Welcome and Introduction

8:30 – 8:45 a.m.

2016 FMLA Developments

8:45 – 9:30 a.m.

FMLA compliance requirements saw major changes in 2015. In March, the Labor Department's final rule defining who is a FMLA-covered "spouse" took effect. In June, the U.S. Supreme Court's same-sex marriage decision impacted FMLA. The DOL has also made it clear that employers will see an increase in on-site FMLA investigations. The year before, the EEOC issued important guidance concerning pregnancy in the workplace, which includes insights on best practices for managing pregnant workers' leave. In this opening session, we'll explain these developments and how to adjust your policies and practices to ensure compliance with the changing regulatory landscape.

Managing Serious Health Conditions and Medical Certifications

9:30 – 10:30 a.m.

At the heart of many FMLA leave requests is the serious health condition. FMLA regulations offer guidance and allow you to require medical certification, but there are a multitude of possible reasons for needing FMLA leave. Assessing the information requires keen judgment, and this session will show you how to make these crucial calls.

FMLA's Rapidly Changing Covered Family Members

10:45 – 11:45 a.m.

With new regulations, a Supreme Court decision, and DOL guidance governing same-sex marriage, leave for related military service members, in loco parentis relationships and more, it is getting harder and harder to determine who is a covered family member and more importantly, who is not. This session will provide clear-cut rules for making the call.

Meeting FMLA Deadlines: Notification, Curbing Abuse, and Preventing Claims

12:45 – 1:45 p.m.

FMLA is ruled by deadlines for giving and receiving information, for measuring how much leave has been taken, and determining how much employees still have remaining in a given FMLA leave year. A good grasp of timing rules – and learning how to monitor other key areas of FMLA usage – can help you prevent abuse of FMLA entitlements and fend off litigation.

Mastering the Tough FMLA Issues

1:45 – 2:45 p.m.

It's one thing to grasp individual FMLA rules and another to put the pieces together in the real world. Intermittent leave seems pretty straightforward on paper, but how employers really manage it is another story. How is intermittent leave certified and calculated? What about temporary light-duty positions and fluctuating work schedules? Reinstatement after leave? This session explains how to master the hardest leave management challenges.

All Together Now: Coordinating FMLA with ADA, Workers' Comp, and State Family Leave Laws

3:00 – 4:00 p.m.

FMLA seems pretty comprehensive, but it's not the only law that applies when employees need time off for their own serious health condition, to care for a family member, or for other reasons. You need to know when other laws create different obligations – and how their requirements work in tandem with FMLA.

What Happens Next & Your Final Questions

4:00 – 4:30 p.m.

Get an advance heads-up on what the future may hold for family leave and related developments, including the impact of regulatory changes, policy review suggestions, and continuing enforcement trends for 2016 and beyond. Then, pose your final questions to our master class faculty before concluding the intensive FMLA compliance training.