



FMLA COMPLIANCE WORKSHOP

Learn how to mitigate risk and avoid costing your company big dollars and fines.

Taught by former HR Executives & HR Law Professionals

FMLA One Day Workshop
FMLA 101, FMLA 202, and FMLA 303
Check-in 9:00 am
Training begins at 9:30 am and concludes at 4:30 pm

Register Now by
calling 336-739-3106 or
visit JacobDarrAssociates.com

Congress passed the FMLA Act in 1993. If you are a Human Resource Professional, you must become familiar with this act. Still today, it confuses over 70 percent of HR Professionals. Many opinions of the DOL and court decisions have made it nearly impossible for HR Personnel to find clarity surrounding this topic.

Make an FMLA Mistake & you will cost your organization fines and money.

Think about these examples:

Smith V/S K&F Industries: There are circumstances in which organizations with fewer than 15 employees can be liable under FMLA.

Spangler V/S Federal Home Loan Bank of Des Monies: Even a conversational, casual reference to a recurring medical condition can constitute a request for FMLA leave.

Examples go on and on. HR Personnel cannot afford to be misinformed. Attend this training and get the facts to keep your company out of trouble.

Limited class size for Maximum Learning. We limit each class size to a small group, and because of this, our classes fill up fast. Please book as far in advance as possible.

Registration: \$599.00

To Register call *336-739-3106* or visit *JacobDarrAssociates.com*

We offer onsite FMLA training to your group, team, or an entire department. Call us today for details.

Course Agenda:

Included: FMLA 101, FMLA 201, FMLA 301

FMLA 101:

- History of FMLA
- What has changed since it was enacted
- How your policies affect an employee's claim to FMLA
- Employee eligibility – How does it vary
- International workers – What's the rule for eligibility
- How to calculate the 12 month FMLA period
- Calculating your employees correctly
- Paid leave benefits v/s FMLA and what happens first
- What's considered a legitimate reason to take FMLA
- What is no-fault attendance & how it affects your company

FMLA 202:

- FMLA abuse and fraud
- Consequences experienced by companies who do not comply
- FMLA, ADA, workers comp and the overlap
- How to enforce the policy – What you can and cannot do
- What the law says about FMLA and your handbook
- Do you have to provide FMLA when the employee does not ask
- Your rights when it comes to medical information
- How to deal with conflicting medical information
- How to avoid liability when terminating an employee under FMLA

FMLA 303:

- Intermittent leave. Records v/s governmental audits
- How to protect your company
- The legal way to handle an employee, "faking it."
- Department of Labor Hot Topics and how to avoid them
- 26 Week Caregiver leave
- How to refuse a reinstatement to an equivalent position
- New eligibility rules you need to know
- Employee Disputes
- How to communicate FMLA with minimal liability
- How to stay on top of FMLA law and change