

THE FAMILY MEDICAL LEAVE ACT

What Every Manager Should Know

Many managers believe the Family and Medical Leave Act to be the single most confusing piece of employment law they deal with in the workplace. This program offers practical and clear examples that help eliminate confusion. Managers gain an understanding of what constitutes qualifying for a leave based on a serious health condition or medical certification.

About the Program:

This program is sure to provide your managers with the basic knowledge of the law they need and with specific actions they can take to insure FMLA is administered fairly and correctly in your organization—and that you are protected from liability. Using straightforward language and real world examples this program touches on the most common and difficult issues managers face.

Issues covered in this program include:

- Qualifying a serious health condition
- Defining continuing treatment
- Medical certification and re-certification
- Interplay between FMLA/ADA/Work Comp
- Designating conditional leave

After completing the Workshop, participants will be able to:

- Recognize who are the qualified individuals in your employ
- Know when to call on HR or other professional advice
- Understand and communicate policies—insure that employees are adequately informed
- Know how and when to designate leave as FMLA
- Take three regular actions to insure compliance with FMLA

Target Audience: Managers and Supervisors

Course Length: 1 and 3 Hour Options

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