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# Don't Miss Jeopardy - The FMLA Edition Administering the Family and Medical Leave Act in Ohio

Columbus, Ohio • March 27, 2014

## Faculty

### Moderator:

**Sara H. Jodka**, *Porter, Wright, Morris & Arthur, LLP*

**Priscilla Hapner**, *Law Office of Priscilla Hapner*

**Brigid E. Heid**, *Carlile Patchen & Murphy LLP*

**Marie-Joëlle C. Khouzam**, *Carlile Patchen & Murphy LLP*

For more information about our speakers, go to [www.lorman.com/ID392478](http://www.lorman.com/ID392478).

## Get relief for the latest FMLA headaches.

In today's economic climate, attendance and productivity are key to a company's survival. Take the first step toward protecting your bottom line and minimizing your liability – attend this seminar and get practical tips on how to update your policies to comply with FMLA regulations. Don't let your company take compliance risks.

Given the high cost of dealing with attendance and leave issues, you'll see a quick return on the investment you make in this crucial seminar. Don't miss this chance to learn cutting-edge techniques for coping with all the latest FMLA changes with this interactive program.

## Benefits for You

- Stay abreast of recent updates to FMLA notice requirements
- Tips on effectively managing intermittent and reduced schedule leave
- Learn to manage employees who are taking unfair advantage of FMLA's protections
- Untangle the complex web of overlapping state and federal leave and disability laws

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# Seminar Agenda

8:30 AM - 9:00 AM

## Registration

9:00 AM - 10:00 AM

### Employer's Bill of FMLA Rights: Tactics Employers Can Use to Reign in FMLA Abuse

— Sara H. Jodka

- Right to Seek Clarification and/or a Second Opinion
- Right at the Recertification Stage
- Right to Transfer
- Right to Request a Fitness-For-Duty Certification
- Right to Institute Surveillance
- Right to Weaken the Effects of FMLA With Other Policies
- Right to Discipline for Events Unrelated to FMLA Leave

10:00 AM - 11:30 AM

(Break 10:30 AM - 10:45 AM)

### Pro-Active Approach to the FMLA: Using Rules and Regulations to Your Advantage

— Priscilla Hapner

- Deadlines and Notices
- Enforcing Paid Leave and Customary Call-off Policies
- Clarification and Authentication of Medical Certificates
- Obtaining a Second Medical Opinion
- Re-Certifications, Annual Certifications and New Year Certifications
- Issues With Mandatory/Involuntary Medical Leave and Constructive Notice of Need to Leave
- Cases Involving Claims for Interference With FMLA Leave

11:30 AM - 12:30 PM

## Lunch (On Your Own)

12:30 PM - 1:45 PM

### Intermittent Leave

— Brigid E. Heid

- Understand When and How to Administer Intermittent Leave
- Avoid Common Pitfalls With Intermittent Leave
- Best Practices for Managing Intermittent Leave and Preventing Employee Abuse

1:45 PM - 3:00 PM

### The Bermuda Triangle of Employment Law: ADA, FMLA, and Workers' Compensation

— Marie-Joëlle C. Khouzam

- The Triangle: ADA, FMLA, and Workers' Compensation Basics
- Reconciling Laws Created by Different Entities for Different Reasons
- Is the Triangle Really a Square? the Effect of USERRA on Leave Laws

3:00 PM - 3:15 PM

## Break

3:15 PM - 4:30 PM

### This Is Jeopardy...the FMLA Edition"

— Priscilla Hapner,

Brigid E. Heid, Sara H. Jodka and Marie-Joëlle C. Khouzam

- Interactive Questions and Answers That Will Bring Together the Topics of the Day
- Guided Tour Through Real Life FMLA Case Examples
  - FMLA Interactive Process
  - Employer Tactics
  - Rules and Regulations
  - Bermuda Triangle

## Presented By:

### Priscilla Hapner

- Law Office of Priscilla Hapner
- More than 20 years of experience advising and consulting with management in organizations of all sizes and in a variety of industries and sectors concerning compliance with state and federal employment laws, the investigation of workplace problems, and the prevention and resolution of workplace disputes
- Frequent speaker and writer on employment topics
- Pre-eminently rated with *Martindale-Hubbell Law Directory*
- Admitted to practice in Ohio, the Southern and Northern Districts of Ohio, the Eastern District of Michigan and the federal Courts of Appeal in the Third, Sixth and District of Columbia Circuits
- J.D. degree, summa cum laude, The Ohio State University College of Law
- Can be contacted at phapner@hapnerlaw.net

### Brigid E. Heid

- Partner with Carlile Patchen & Murphy LLP, Columbus, Ohio
- Employment litigation and advising businesses on preventing and solving worker disputes
- Launched CPM's Employment Law Hotline
- Listed in *The Best Lawyers in America* and *Ohio Super Lawyers*, Employment Law

- Fellow, Litigation Counsel of America
- Elected to The Columbus Bar Association, Board of Governors
- J.D. degree, with honors, The Ohio State University Moritz College of Law
- Can be contacted at 614-628-0778 or bheid@cpmlaw.com

### Sara H. Jodka - Moderator

- Senior associate with Porter, Wright, Morris & Arthur, LLP
- Practices labor and employment law
- J.D. degree, cum laude, Capital University Law School; B.A. degree, The Ohio State University
- Can be at 614-227-2060 or sjodka@porterwright.com

### Marie-Joëlle C. Khouzam

- Managing partner with Carlile Patchen & Murphy LLP, Columbus, Ohio
- Leads firm's Labor and Employment Law Group
- Listed in *Best Lawyers in America* and *Ohio Super Lawyers*, Corporate Counsel edition, Employment Law, and Top 25 Women in Columbus
- J.D. degree, University of Toledo College of Law; B.A. degree, cum laude, Bowling Green State University
- Can be contacted at 614-628-0811 or jkhouzam@cpmlaw.com

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Milwaukee, WI 53201-2933

### Where Is It?

Holiday Inn Columbus/Hilliard  
5495 Maxwell Place  
Columbus, Ohio  
614-335-1150

### Who Should Attend?

This seminar is designed for human resource and benefits professionals, business managers, office managers, administrators, directors, payroll professionals and attorneys.

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- This seminar may be recorded by Lorman Education.
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