



THE LEAVE MANAGEMENT PUZZLE

Challenges & Solutions Seminar

Thursday, May 17, 2018

Registration: 8:00 AM

Seminar: 8:30 - 11:30 AM

Management Education Center

811 W. Square Lake Rd.

Troy, MI 48098

A continental breakfast will be served.

Please RSVP to Jillian Nemeth by May 8:

jnemeth@bbdetroit.com

We invite you to email any
FMLA questions you have to:

jnemeth@bbdetroit.com

Seminar will address Qs

If you are unable to attend this seminar,
please feel free to invite someone else
to attend in your place.

Managing an employee's FMLA (Family Medical Leave Act) can be complicated, and many managers suspect that an employee could be "working the system." FMLA abuse is on the rise but most employers feel uncertain about how to address, use disciplinary actions, or update their policies in employee handbooks. Brown & Brown of Detroit and Guardian Life Insurance Company are pleased to provide an interactive seminar where employers can receive guidance on managing FMLA.

ASK YOURSELF:

- How can you be certain an employee is using intermittent leave fairly and not taking advantage of the company?
- Have you ever felt unsure of the steps you need to take when an employee requested leave?
- Why has the number of FMLA requests risen dramatically over the last 10 years?
- How does the American Disabilities Act affect FMLA?
- How to handle employees who are out due to multiple FMLA requests?
- What is the FMLA marriage penalty?
- Do employees have to provide their health records to prove a serious medical condition?
- How often must employee re-certify their serious medical conditions?