



LEAVE MANAGEMENT
SOLUTIONS

Integrated Medical Leave and Accommodation Management System™

BONUS: Handling Related Performance Management & Harassment, Discrimination & Retaliation Challenges

TIME: 8:00- 9:00 Registration / Continental Breakfast

DAILY: 9:00- 4:30 PM Workshop, Thursday and Friday

LUNCH: On Your Own Approximately 12:00-12:30 Start Time, 1-Hour Total

TOPIC 1: CFRA/FMLA, ADA/FEHA, Pregnancy Disabilities, PDL, Workers' Compensation, and PFL/SDI OVERVIEW:

Learn a comprehensive bulletproof system for controlling and managing Medical Leaves and Accommodations in the workplace that has been well-tested over the last 24 year successfully. This topic will focus on the Employee Life Cycle from recruiting to, Integrated Policies, to Transitioning from FMLA to ADA, and Transitioning from Pregnancy Disabilities with PDL/FMLA (potential ADA/FEHA), and then to CFRA Baby Bonding. As well as the implications of ADA/ FEHA and FMLA/CFRA running concurrent with other medical leaves including Workers' Compensation and your own company policies. This overview will discuss which leaves are paid, which require protection of benefits, which require medical certificates, and which can run concurrently as well as determining eligibility and when you can deny leave and how to cure medical certificates.

TOPIC 2: Best Practices for Implementing and Managing FMLA and Coordinating FMLA with Workers' Compensation and your own Company's Policies, Benefits, and Union Contracts:

This topic is an in depth focus of understanding implementation strategies and compliance requirements from real life HR Industry Standards and Best Practices. How do we really do this on the ground in HR? Learn how to control and manage Medical Absences under FMLA. Cure Medical Certificates for employees who are exceeding the leave eligibility designation. Obtain second opinions. Manage employees who are potentially committing fraud, and how to recognize, when employees are not meeting performance standards prior to leaving or upon return from leave. We will discuss the red flags and land mines to avoid! We will also focus on the challenges with Intermittent Leaves, and Integrated leave policy development.

TOPIC 3: Best Practices for Implementing and Managing ADA and Coordinating with Workers' Compensation and your own Company's Policies, Benefits, and Union Contracts:

Learn a comprehensive, well-tested methodology for Controlling and managing ADA Medical Absences and accommodations, even when they run concurrently with Workers' Compensation and FMLA. Understand how to conduct Good Faith Interactive Meetings and Undue Hardship Analysis/Research, including how to develop and conduct the Essential Functions Job Assessment - how, when and what to document, and how to inform the employee of the ongoing process. Get access to little known FREE resources for developing Essential Function Job descriptions and accommodation ideas and services. Learn how to identify potential fraud and abuse and what you can do to stop it.

TOPIC 4: Strategies for Implementing your Performance Management System under the ADA, FMLA, Pregnancy Disabilities and Workers' Compensation and how to respond to Harassment, Discrimination and Retaliation Complaints from protected employees:

Counseling Forms, Warnings and How and When to Implement and/or Terminate even when someone is on FMLA or protected under ADA. Learn effective complaint strategies, tips, best practices and HR Standards of care on how to impose your companies' performance management system for employees who have accommodations or protected leave and are not meeting the expectations of the job, or are unable to meet the performance standards with their accommodations. Understand how to manage complaints and conduct investigations when an employee on protected ADA, FMLA or PDL or other protective leave complains of harassment, discrimination, and retaliation.

TOPIC 5: Controlling Medical Absences and Accommodations in the Workplace:

Overview of the Integrated Leave Management Solution System for Managing and Controlling Medical Absences and Accommodations in the Workplace using HR Industry Standards and Best Practices to Save Money and Reduce Your Stress.